



# Win Awenen Nisitotung

Official newspaper of the Sault Ste. Marie Tribe of Chippewa Indians

Manidoo Giizhis • Spirit Moon

January 17, 2014 • Vol. 35 No. 1

## U.S. Supreme Court scrutinizing sovereignty

By RICK SMITH

The Supreme Court of the United States (SCOTUS) is expected to render a decision later this year in the case of Michigan v Bay Mills Indian Community. The case, heard by the court last Dec. 2, has the attention of tribal leaders, legal professionals and others nationwide as tribal sovereignty is at the core of the matter. Wording used by some of the justices regarding tribal sovereignty during the hearing has sparked anxiety and concern in Indian Country over the pending decisions.

At issue in the case is whether a federal court has jurisdiction to act on tribal activities that violate the Indian Gaming Regulatory Act outside of Indian lands and whether tribal sovereign immu-

nity prevents a state from suing tribes in federal court in such cases.

The Indian Gaming Regulatory Act allows tribes to operate casinos on Indian lands if certain requirements are met, which includes a compact between the state and the tribe planning to operate a casino. Under the Michigan Indian Land Claims Settlement Act, lands acquired with funds from a federal trust are Indian lands. The Bay Mills Indian Community opened a small casino in Vanderbilt, Mich., on Nov. 3, 2010, on land the community bought with funds from a federal trust. The state sued to close the casino with claims that it violates state gaming laws and provisions of the Indian community's compact with the state.

The casino was closed by order of a district court in a preliminary injunction, which was later vacated by the U.S. Court of Appeals for the Sixth Circuit citing the district court's lack of jurisdiction in some of the state's claims and that the sovereign immunity of the Bay Mills Indian Community voids the other claims.

But in discussing tribal sovereignty at the hearing, some of the justices used descriptions of tribal sovereignty that many found disturbing. At one point, according to an official transcript, Chief Justice John G. Roberts, Jr., corrected a federal attorney supporting Bay Mills who cited the case of Worcester v Georgia, which

"announced that Indian tribes are sovereigns." Roberts quickly countered, "They are quasi sovereigns." Justice Ruth Bader Ginsburg interjected, "Dependent sovereigns."

Between the Constitution of the United States, acts of Congress, established court pre  
*See "SCOTUS," Page 22*



Photo by Brenda Austin

This year for Christmas the Sault Tribe Insurance Department chose to spend their money from dress down contributions on Sault Tribe elders. The Eldercare Services Program was in need of a new Christmas tree so Insurance Department employees thought it would be nice to surprise them with one. They also decided to use some of their money towards making blankets for 35 home-bound elders. The department worked together to make 27 fleece tie blankets for the ladies and purchased quality sherpa blankets for the gentlemen. The blankets were delivered by Eldercare Services during their delivery of meals.

## Fall 2% distribution announced

By BRENDA AUSTIN

SAULT STE. MARIE — A new fire department tanker truck for Sugar Island Township, educational programs throughout the tribe's seven-county service area and the Museum of Ojibwa Culture in St. Ignace were just a few of the \$961,174 in 2 percent payments disbursed by the Sault Ste. Marie Tribe of Chippewa Indians for Fall 2013. Also on the receiving end of the Fall 2013 disbursements were recreational programs, a township hall water system, museums and good works such as a food pantry and Meals on Wheels programs.

The tribe disburses 2 percent payments twice annually and has paid out over \$33 million in the EUP since the payments' inception in 1993. The slot revenue comes from the tribe's five Kewadin Casinos, in Sault Ste. Marie, St. Ignace, Hessel, Manistique and Christmas and is disbursed across the tribe's seven-county service area in Alger, Chippewa, Delta, Luce, Mackinac, Marquette and Schoolcraft counties.

In Unit I, other recipients were the City of Sault Ste. Marie receiving \$15,000 for launch fee recovery, \$30,000 towards a tanker for the Sugar Island Township Fire Department, and \$10,597 for the EUP Intermediate School District's program Links Peer to

Peer.

Unit II's McMillan Township received \$5,000 for its recreation center, Mackinac County's Top of the Lakes Snowmobile Museum received \$5,000 and Les Cheneaux Schools received \$7,500 for a math tutor and bus-sing to the tribal center.

In Unit III, the largest recipient was the City of St. Ignace Museum of Ojibwa Culture at \$36,500. Moran Township received \$7,800 to help replace counter tops and cabinets in their kindergarten and first grade classrooms and the Michilimackinac

Historical Society received \$5,620.

In Unit IV, the largest recipient was the Nah Tah Wahsh Public Academy in the amount of \$25,400. Rapid River Schools received \$11,362 and Big Bay De Noc Community College was awarded \$5,000.

Unit V's Munising Public Schools GED program received \$15,497, Forsyth Township was awarded \$4,000 towards the purchase of a fire truck and the County of Marquette received \$5,000 for its Meals on Wheels program.



Photo by Brenda Austin

Sault Tribe United Way Committee Chair Lisa Moran, chairperson's office administrative assistant Ashley Vogel and Sault Tribe Chairperson Aaron Payment (L-R) pose with check as Payment donates \$1,000 to United Way for the team member incentive.

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# Getting Indian Health Service care nationwide

By Rick Smith

Many may not know it, but members of federally recognized American Indian tribes and other folks in certain circumstances may be able to acquire medical care at any U.S. Indian Health Service (IHS) facility across the country. But getting care may depend on whether a particular facility has the capabilities to accommodate the services sought, whether individuals have other options readily available and if they can produce required documentation of tribal affiliation and, possibly, personal medical information from their physicians.

As an example, let's say a Sault Tribe member hears the call of the highway and starts making plans to tour somewhere in the United States. Said traveler would do well to learn if either tribally operated IHS facilities or privately operated Indian health programs are available en route and in the general area of the destination. Some states have an abundance of IHS facilities

while others have none. Alaska, Washington, California, the desert southwest and Oklahoma have many, for instance, while Missouri, Arkansas, Kentucky and Virginia are among states that don't have a single one.

Then, too, consider that getting to an IHS facility from your intended destination may possibly involve a long trip to remote areas.

Maps of Indian health care facilities can be found online at numerous sites. An IHS web page, [www.ihs.gov/forpatients/findhealthcare](http://www.ihs.gov/forpatients/findhealthcare), helps visitors find health care facilities around the country.

Once a facility is found, the member would need to have proof of tribal membership and, probably, personal medical documentation to acquire needed services.

Similarly, the above measures apply to members of American Indian tribes who live great distances from the service areas of their own tribes.

According to the agency's Indian Health Manual, people considered eligible for IHS care must have American Indian or Alaska Native ancestry as "evidenced by one or more of the following factors: 1) is regarded by the community in which he lives as an Indian or Alaska Native; 2) is a member, enrolled or otherwise, of an Indian or Alaska Native tribe or group under federal supervision; 3) resides on tax-exempt land or owns restricted property; 4) actively participates in tribal affairs; any reasonable factor indicative of Indian descent." Note ancestry must be evident by at least one of the factors and not necessarily more than one.

Further, non-Indian women who are pregnant with an eligible Indian's child may receive services for the duration of the pregnancy through post partum, usually up to six weeks. Non-Indians who are members of eligible Indian households may also receive services if a medical offi-

cer in charge deems it necessary to prevent a public health hazard.

The manual goes on to state that it is the policy of the IHS to make needed health services available to each individual person who is eligible for the agency's services. The IHS is primarily responsible for providing all services available at an IHS facility to any person recognized as eligible for the care through IHS if the agencies facilities are more accessible than other resources, identifying alternative resources which a patient may be eligible, coordinating comprehensive care from other existing sources and determining if other agencies will provide necessary assistance. Alternate resources may be available through county, state or federal programs such as welfare programs, Medicaid, Medicare, military hospitals, or a variety of volunteer or insurance programs.

If alternate medical care cannot or will not be provided, IHS may provide care based on the urgency of the case and availability of a

facility's resources, particularly contract health care.

People eligible for IHS care in one area of the country will be provided available medical or other related services in any other area where health services may be required. Authorization or denial of services is the responsibility of the IHS service area where the services would be rendered.

The agency maintains [www.ihs.gov/forpatients/findhealthcare](http://www.ihs.gov/forpatients/findhealthcare), a web page with more information and where nearby IHS facilities across the U.S. can be found.

What is more, a variety of other health centers unaffiliated with the government may be available. For example, the American Indian Health and Family Services of southeast Michigan provides medical, mental and dental care along with alcohol, tobacco and drug abuse cessation and prevention services plus enhancing spiritual well being. Learn more about the agency at [www.aihfs.org](http://www.aihfs.org).

# Board measures from Dec. 3 and Dec. 17 meetings

The Sault Ste. Marie Tribe of Chippewa Indians Board of Directors convened a meeting in Sault Ste. Marie on Dec. 3, Unit I Representative Cathy Abramson was absent, all others were present.

The board re-affirmed its commitment to adhere to the terms and spirit of trust access site grant policies to maintain the Epoufette Harbor site and to allow public access to the harbor in accordance with conditions indicated in the grant contract and trust policies and whether or not the property is placed into federal trust status in the future.

A declaration was approved opposing a proposed transfer of 11,500 of public lands near Rexton, Mich., to Graymont Ltd. for mining purposes.

A modification was approved to the fiscal year 2014 budget for indirect cost to reduce indirect revenue \$157,817 and increase tribal support \$157,817. Another modification was approved to St. Ignace elder meals decreasing tribal support \$3,678.58 to reflect the change in positions budgeted.

A travel budget of \$10,000 was

established for the tribal chair for calendar year 2014.

A resolution was passed formally expressing concern over hydraulic fracturing (fracking) and showing official support to regulate the practice along with encouragement for Congress to reintroduce the FRAC and BREATHE acts.

The board approved 16 amendments to the Sault Tribe health benefit plan for tribal employees and went into effect on Jan. 1, 2014.

Resignations from the Culture Committee were accepted from Norma Castro and Tony Grondin. The appointments of Renette Murray to the Health Board and Keith Massaway to the Culture Committee were accepted.

The board convened another meeting in Sault Ste. Marie on Dec. 17, all board members were present.

Twenty-one resolutions were presented to the BOD for their consideration and all 21 were adopted.

A resolution was adopted authorizing the planning specialist to apply for a 2013 capacity

building grant from the Notah Begay III Foundation to address childhood obesity and childhood Type 2 diabetes in children ages 0-5.

The chairperson was authorized to enter into a contract with AECOM USA of Michigan, Inc. who was determined to be the most qualified bidder for design and construction engineering for the Shawano Drive project and its cul-de-sacs, which are located on the tribe's reservation in Sault Ste. Marie.

Tribal legal staff were authorized to draft an anti-bullying code to be adopted to "...bring about an atmosphere of zero tolerance for bullying behavior, and an attitude that bullying behavior is unacceptable and will not be tolerated in our communities, enterprises, homes, schools, playgrounds, or any place within our tribal jurisdiction."

The JD Edwards Project FY 2013 budget modification and the establishment of FY 2014 budgets were approved. A FY 2014 budget for the Family Spirit Program was also established and approved using \$71,000 from

Inter-Tribal Council monies. Also under budget modifications, the FY 2014 Avon Grant budget was eliminated due to lack of funding.

A FY 2014 budget for a CDC Breast Health Coalition Grant was established with Inter-Tribal Council monies of \$13,750 and the FY 2014 HIV prevention budget was established and approved using federal IHS monies of \$2,617.

Other FY 2014 budget modifications included the ACFS Child Care Development Funds, ACFS Native Employment Works, Child Care Center and a IRR Roads Planning modification to increase federal BIA revenues by \$30,582 to cover costs of the Public Tribal Transit Implementation Plan. Tribal energy audits established their FY 2014 budget with Federal Department of Energy monies of \$22,078 and a budget was established and approved for the Law Enforcement Remote Community Alert Systems.

The ACFS, USDA and Elder Heating Assistance programs presented their FY 2013 year-end reconciliation and budget modification for approval

Finally, the telecommunication FY 2013 budget modification was heard and approved to increase tribal support revenues by \$146,879 to cover a negative cash balance.

Under new business, the board considered committee requests, administrative review, voter registration mailing by the Election Committee and the number of registered/non registered voters published.

To view roll call, voting and resolutions in their entirety, go to [www.saulttribe.com](http://www.saulttribe.com).

# Cultural Committee meetings, lessons with Downwind

The next three meetings of the Sault Tribe Cultural Committee are scheduled for 4 p.m. at the Ojibwe Learning Center and Library, 531 Ashmun Street, Sault Ste. Marie, Mich., on Jan. 27, Feb. 24 and March 24.

All tribal members are welcome and encouraged to attend.

Traditional teachings Jan. 24 — Traditional practitioner Harlan Downwind speaks on traditional teachings at the Sault Tribal Health Center auditorium on Jan. 24

from 2 p.m. to 4 p.m. Everyone is welcome.

To learn more about the Traditional Medicine Program or for related information, call Anthony Abramson Jr., Peggy Hemenway or Laura Collins at 632-5200.

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The official newspaper of the Sault Ste. Marie Tribe of Chippewa Indians.

January 17, 2014  
Manidoo Giizhiz  
Little Spirit Moon  
Vol. 35, No. 1  
Circulation 20,000

Jennifer Dale-Burton.....Editor  
Brenda Austin.....Staff Writer  
Rick Smith.....Staff Writer  
Sherrie Lucas.....Secretary

Win Awenen Nisitotung welcomes submissions of news articles, feature stories, photographs, columns and announcements of American Indian or non-profit events. All submissions are printed at the discretion of the editor, subject to editing and are not to exceed 400 words. Unsigned submissions are not accepted.

Please note the distribution date when submitting event information for our community calendar. Submissions can be mailed, faxed or e-mailed. The distribution date is the earliest the newspaper can arrive in the seven-county service area.

Win Awenen Nisitotung is funded by the Sault Ste. Marie Tribe of

Chippewa Indians and is published 12 times a year. Its mission is to inform tribal members and the public about the activities of the tribal government, membership programs and services and cultural, social and spiritual activities of Sault Tribe members.

Win Awenen Nisitotung, in Anishinaabemowin, means, "One who understands," and is pronounced "Win Oh-weh-nin Nis-toe-tuhng."

See our full, online edition at [www.saulttribe.com](http://www.saulttribe.com).

Subscriptions: The regular rate is \$18 per year, \$11 for senior citizens and \$30 to Canada. Please

call for other foreign countries. Subscribe by sending your name and mailing address to the address below with your check or money order made out to the Sault Ste. Marie Tribe of Chippewa Indians. Or, call (906) 632-6398 to pay by credit card.

Advertising: \$8.50/column inch.

Submission and Subscriptions: Win Awenen Nisitotung Attn: Communications Dept. 531 Ashmun St., Sault Ste. Marie, MI 49783 Telephone: (906) 632-6398 Fax: (906) 632-6556 E-mail: [saulttribenews@saulttribe.net](mailto:saulttribenews@saulttribe.net).

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# MEAP helps low income U.P. households pay heating costs, increase home energy efficiency

BY BRENDA AUSTIN

Thanks to a local partnership and a \$1 million grant, qualifying households in Michigan's Upper Peninsula (UP) will get help this winter with energy bill payments through the Michigan Energy Assistance Program (MEAP) and are also being encouraged to participate in a free home energy efficiency check up.

The Superior Watershed Partnership (SWP) took the lead in applying for the grant through the Michigan Public Service Commission (MPSC) and partnered with St. Vincent de Paul Thrift Stores throughout the UP to bring the program to those needing help with unpaid utility bills.

The program includes overdue bills or shut-off notices for electricity, natural gas, propane, fuel

oil and wood and runs from now through May 31, 2014 (or until funds are depleted).

Program Manager for the SWP Natasha Koss said their goal is to reach 2,117 households. In order to participate in the program, you must live within a UP county and be below the 150 percent poverty level.

Applicants must bring proof of income along with an overdue utility bill or a shut off notice to their first appointment with a St. Vincent de Paul representative.

Koss said the SWP saw the grant request for proposals come across the MPSC website and knew they could complete one portion of the grant but needed to partner with a social service organization in the UP that was widespread enough to help as many people as possible with the

application and bill paying process.

"There are 32 St. Vincent de Paul Thrift Stores in the UP – this is a really good example of how our organization partners with other organizations to help people and the environment in the Upper Peninsula," Koss said.

The SWP offers those participating in the MEAP the opportunity to have an energy professional visit their home and identify areas for energy efficiency improvement. Participating households also receive free simple energy saving measures including up to 12 compact fluorescent light bulbs, a low flow showerhead, one kitchen faucet aerator, two bathroom faucet aerators, pipe wrap and a programmable thermostat. "Having an energy professional come into

their homes for a home energy check up is voluntary and something they can check off on when filling out the assistance application. It is strongly encouraged," said Koss. "The energy conservation component is really important because not only are we helping people save money, but it's also good for the environment. It's great that we can help people pay their energy bills, but at the same time we would also like to take a more proactive approach and help people actually lower their utility costs."

Koss said residents on the east end of the UP should call the following numbers for assistance: Goetzville area, call (906) 647-8933; Hessel call 484-2494 and for Hulbert Corners call God's Way Guidance, 876-2318.

The SWP is a Great Lakes

regional non-profit organization focusing on protecting lakes Superior, Michigan and Huron. They have three general focus areas: Great Lakes habitat protection and restoration; climate change and energy conservation; and public education and youth programming. Its mission is to "protect and improve the natural resources of the Upper Peninsula of Michigan on a watershed basis by promoting responsible individual and community actions that ensure a sustainable environment, encourage a sustainable economy and help improve quality of life."

For more information, including locations and contact information for all St. Vincent de Paul Thrift Stores in the UP, visit the SWP website at [www.superiorwatersheds.org/assistance](http://www.superiorwatersheds.org/assistance).

## Two new towers installed in emergency warning system

BY BRENDA AUSTIN

Sault Tribe Law Enforcement, Emergency Management and Housing have gone above and beyond to make sure residents on the tribe's nine reservation sites have access to an early warning alert system. The systems first tower was install in 2012, and since that time 11 more have been added with the two newest installed and operational in November.

A standby gas operated generator with a propane backup was also recently installed at the tribe's judicial complex and will be used to power the entire building during a power outage. Having the backup generator allows Emergency Management, dispatch and the officers to have connectivity during emergencies. Since it's installation in October, it has already been used twice.

Emergency Manager Matthew Carpentier said the remote alert system is the first of its kind for a Michigan tribe. The two newest towers were installed on the grounds of the tribe's Child Advocacy Center in the Sault and in Kincheloe attached to the Kinross Township Hall. There are now three towers in the Sault, two in Kincheloe and St. Ignace and one each in Newberry, Wetmore, Escanaba, Manistique and Hessel. Marquette also has an emergency tower, however it is not owned or operated by the tribe.

The 30-foot towers provide emergency alert notifications to local residents in the form of a siren and emergency lights for the hearing impaired. The towers project sound for one mile with 360-degree coverage and the lights also provide 360-degrees of coverage. Tenants living within Sault Tribe Housing Authority rental homes have also received Emergency Weather Radios as part of this project. Over 500 radios have been distributed to housing residents and soon tribal facilities, including the adminis-

tration complex, health centers and casinos, will be receiving at least one radio per floor. Mobile units will also be placed in some tribal vehicles. Carpentier said extra radios have been ordered for Housing to have on hand in case of malfunctions in existing units.

What happens during an emergency is this - the tribe's emergency alert notifications connect with the NOAA Weather Radio All Hazards, a nationwide network of radio stations broadcasting continuous weather information directly from the nearest National Weather Service (NWS) office. During an emergency, Carpentier said the towers are activated through the NWS and are programmed to "alarm" specific hazards that are typical of our area such as winter storms and thunderstorms. The alert system can also be triggered manually if needed for special emergencies.

Carpentier said the systems were activated this past fall more than once due to weather related emergencies. He said the purpose of the system is multi-fold, to warn the public during a weather related emergency, police or hazardous materials emergency.

The alert system also provides emergency notifications to outside communities because of their proximity to reservation sites, which Carpentier says creates a benefit that extends to every county, township and city within the radius of the emergency alert system.

The goal, he said, is to ensure the safety and wellbeing of our communities, Sault Tribe members and their families. Carpentier encourages families to prepare a basic emergency kit for their home and develop a family emergency care plan that will provide some basic structure in the event of a disaster, major incident or hazardous weather.

Sault Tribe Housing Authority Resident Services Manager Cathie Menard, said, "All resi-

dents residing in our low-rental program homes are supplied with an emergency radio that works in conjunction with the emergency towers located on the various housing sites. This equipment is a valued means of informing our tribal families of national and weather related emergencies. They can prepare themselves accordingly with the advanced notice the towers and radios provide. All families have been counseled in the proper usage of the radios as well as new families during their initial move-in session. Matt Carpentier and I will

See "Warning system," pg. 7

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## Vehicles for sale

The Sault Tribe of Chippewa Indians Purchasing Department is currently accepting bids for the purchase of the following vehicles.

**All vehicles are in non working condition - vehicles are sold as is.  
Will be accepting bids over scrap value.**

Vehicles can be viewed Monday - Friday 8 a.m.-5 p.m.  
Bids will be due by Feb. 10, at 3 p.m.

Located at 1111-1/2 Easterday Ave, behind the old truck stop in Sault Ste. Marie:

2003 Ford E350 15 Passenger Shuttle Van	191,009 miles
1995 Dodge 2500 Pick-up 4x4	149,694 miles
2003 Ford Windstar Mini Van	173,048 miles
2000 Ford Windstar Mini Van	187,777 miles
1996 VanHool 54 Passenger Motorcoach	917,680 miles
1996 VanHool 46 Passenger Motorcoach	862,662 miles
1996 VanHool 46 Passenger Motorcoach	745,418 miles
1994 Ford E250 Club Wagon	Unknown miles
1996 Ford E250 Club Wagon	Unknown miles
2000 Ford Windstar Mini Van	Unknown miles
1994 Ford Club Wagon	Unknown miles

Located at 2186 Shunk Road, Sault Ste. Marie- Parking lot across from casino:

2001 Mercury Villager Mini Van	156,551 miles
2005 Ford Freestar Mini Van	132,709 miles

**Bids must be submitted to:**

Sault Tribe Purchasing  
Adam Rutledge/Vehicles  
2186 Shunk Rd.  
Sault Ste. Marie MI 49783

For more information, call Adam Rutledge at (906) 635-7035.

# Get help through Native Employment Works

Anishnaabek Community and Family Services (ACFS) invites tribal households in the service area to call our office at (800) 726-0093 or talk to a direct assistance case manager in your area to see if you qualify for the Native Employment Works (NEW) program.

ACFS receives funding for the program from the U.S.

Health and Human Services Administration for Children and Families to help families to acquire or maintain employment. Assistance is available for direct financial aid as well as other services provided with the help of professionals such as resume writing and help with job searches.

Services are available to fami-

lies with children within 150 percent of the 2013 Michigan poverty levels. Eligible clients attend an orientation with an ACFS direct services case manager where the client will be assessed to see what barriers prevent them from maintaining or obtaining gainful employment.

We may be able to help those employed but have difficulty

with car repairs, paying insurance premiums, registration fees, buying tools, paying certification or documentation fees and purchasing uniforms.

If you are unemployed, the NEW program can help with resume writing, job search, completing applications and assisting with education goals. Minimal assistance can be provided prior

to obtaining employment such as providing gas vouchers for job search activities. Once employed, financial support is available to ensure clients maintain their employment.

Members receiving financial assistance through the Michigan Department of Human Services are not eligible for the NEW Program.

## EUP Dispute Resolution Center offers free divorce information

Thanks to a small grant from the State Court Administrative Office and the pro bono work of attorney Jim Riggle, the EUP Community Dispute Resolution Center will offer another free divorce clinic for residents of Chippewa, Luce and Mackinac counties.

A presentation on divorce and custody information takes place on Wednesday, Jan. 29, 2014, from 7 to 9 p.m. at the Kinross Recreation Center providing forms and answers to questions. Forms will be provided, and many questions will be answered. Those divorcing without children

will receive all the information pertinent to them from 7 to 8 p.m., those with children are encouraged to attend the entire two hours.

Two other clinics are planned for April and July in 2014. The presentations are designed for anyone divorcing who is unable to pay for an attorney. Participants receive free legal information from Riggle, an attorney with Northern Legal Services of Michigan, who is volunteering at the clinics. Some participants may find they are eligible for free legal representation and most will likely benefit from learning how to complete the required

forms themselves and how to reach agreement on issues such as custody, parenting time and division of debts and assets via mediation. Participants do not need to divulge their financial status to participate in the clinics. Reservations are not required but appreciated.

For more information, call the Dispute Resolution Center at (906) 253-9840.

Divorcing couples who need to come to agreement on issues such as debts, assets, child custody and parenting time are encouraged to call the center to also schedule a confidential mediation. Mediation may be scheduled prior to or after

a divorce clinic.

The EUP Community Dispute Resolution Center is one of 18 State Court Administrative Office-funded centers across Michigan. The center also receives funds from United Way of the Eastern Upper Peninsula, contract and service fees, small grants and donations. An endowment fund was created in 2007 with the Chippewa County Community Foundation.

Disputes mediated in the EUP include family, divorce, adult and child guardianship and placement, special education, business, contract, employment, landlord/tenant, creditor/debtor and neighborhood issues. The trained, neutral volunteer mediators help people resolve disputes by guiding conversations toward mutually acceptable solutions. Services are provided at little or no cost to the mediation participants.

## Attention members who registered with the tax office during 2013

Please note the following when filing your 2013 Michigan income tax return: A change in members' tax status is reported to the Michigan Department of the Treasury on the 15<sup>th</sup> of each month. The treasury then recognizes members' status on the first of the following month. This date will determine how many months of the year you can claim a state income tax exemption.

The 4013 tax credit is based on the same amount of months as your state income tax exemption that is reported to the treasury upon your registration with the tax office.

Example: If you registered with the tax office prior to Jan. 15, 2013, your income will be exempt from Michigan income taxes for 11 months of the year (Based on the fact that you remained in a tax agreement area

through out 2013).

Your 4013 tax credit will also need to reflect that you only resided in the tax agreement area for 11 months, you would not qualify for the entire year.

Example: If you registered with the tax office in the month of November of 2013, your income will be exempt from Michigan income taxes for only the month of December 2013.

Your 4013 tax credit will only be for one month of 2013.

It is very important that, when filing your state income tax return, the correct amount of months you are exempt is recorded, if there is a discrepancy between what you file and the information the treasury has, your refund could be delayed.

If you file electronically and receive an amount that is incorrect, the state could audit your

return, which could result in penalties and interest in addition to monies owed back to the treasury.

### IMPORTANT:

- Registering with the tax office in 2014 will not exempt you from 2013 taxes or give you the 4013 tax credit.

- Registering in a present tax year will not give you any exemptions for prior tax years.

### The EUP Community Dispute Resolution Center

is offering a

### FREE DIVORCE CLINIC

Wednesday, Jan. 29 – 7 to 9 p.m.

Kinross Recreation Center

For residents of Chippewa, Luce, and Mackinac counties who are divorcing and are unable to pay for an attorney.

**7-8 p.m. for all divorces.**

**7-9 p.m. for those divorces involving child custody.**

Free legal information – answers to your questions.

**Reservations appreciated, but not required. Call (906) 253-9840.**

## Win Awenen Nisitotung 2014 Production Schedule

ISSUE	DEADLINE (FRIDAYS)	UNIT REPORTS
January 17	Jan. 3	Jan. 6
February 21	Feb. 7	Feb. 10
March 21	March 7	March 10
April 18	April 4	April 7
May 30	May 27	
June 27	June 13	June 16
July 25	July 11	July 14
August 15	Aug. 1	Aug. 4
September 19	Sept. 5	Sept. 8
October 17	Oct. 3	Oct. 6
November 14	Oct. 31	Nov. 3
December 19	Dec. 5	Dec. 8
January 16, 2015	Dec. 29, 2014	Jan. 2, 2015

Email us via GroupWise, or call 632-6398

Staff Writer Brenda Austin, ext. 26221

Staff Writer Rick Smith, ext. 26220

Administrative Secretary Sherrie Lucas, ext. 26222

Editor Jennifer Dale-Burton, ext. 26073

Submissions free of charge: births, obituaries, achievements such as graduation or awards, engagements, weddings, anniversaries, etc., and public service announcements; tribal programming announcements, grants, success stories, new employees, etc.

Please contact us for your communications needs. Sault Ste. Marie Tribe of Chippewa Indians Communications Dept., 531 Ashmun St., Sault Ste. Marie, MI 49783; (906) 632-6398; fax: 632-6556.

## Attention resident tribal members

Resident tribal members shall notify the Tribal Tax Office in writing prior to moving their principal place of residence (Tribal Code Section 43.1103).

If you have moved or are planning on moving, please contact the Tribal Tax Office to request an address verification card to update your principal place of residence.

Please note that if the Tribal Tax Office does not have your current principal place of address on file, we cannot issue a certificate of exemption for your tax exempt purchases.

Contact information for the tax office is as follows: Office's direct line (906) 632-6281; tribal admin 635-6050; tax office fax 632-6587.

## Families Against Narcotics meeting

FAN meets on the third Wednesday of the month at 5:30 p.m. at the Huntington Bank meeting room in Sault Ste. Marie.

For more information, call 203-8959, email [chippewa@families-againstanarcotics.org](mailto:chippewa@families-againstanarcotics.org) or visit [www.familiesagainstanarcotics.org](http://www.familiesagainstanarcotics.org).

Meeting dates For Feb. and March are Feb. 19 and March 19.

## Prescription Drug Abuse Support Group

Have you experienced loss, heartbreak or diminished relationships due to someone else's use of prescription drugs? The Prescription Drug Abuse Support Group meets on the first and third Mondays of each month at 6 p.m. at the Huntington Bank in Sault Ste. Marie. Coming meetings are on Jan. 20, Feb. 3, Feb. 17, March 3 and March 17.

Please call Linda at (906) 440-7252 or Suzy at 248-3545 for more information.

# Tribe awarded \$50,000 for “legislative toolkit”

The National Congress of American Indians (NCAI) recently awarded Sault Tribe \$50,000 to develop a “legislative toolkit.” Based in Washington, D.C., the NCAI was established in 1944 in response to the termination and assimilation policies the US government forced upon tribal governments in contradiction of their treaty rights and status as sovereign nations and it has been working to protect these inherent and legal rights to this day.

Sault Tribe has been in need of a comprehensive toolkit to inform and educate the tribal leadership, community, advocacy organizations and legislators. On a team with other directors and executive staff, Legislative Director Michael McCoy and Communications Director Jennifer Dale-Burton produced white papers on the sequestration impact that received national attention. Tribal leadership used the papers in meetings with Congress, Midwest Alliance of Sovereign Tribes (MAST), United Tribes of Michigan and White House staff.

When the NCAI funding announcement came out, it seemed like a perfect fit for what McCoy and Dale-Burton had been struggling to prepare on a shoestring budget with limited resources. With more resources, they could set up a system to gather together needed resources, and keep all information current and at their fingertips.

In her former capacity as Chippewa Ottawa Resource Authority (CORA) public information officer, Dale-Burton edited the “Michigan’s 1836 Treaty Fishery,” published by the CORA when the 2000 Consent Decree was under negotiation. The publication — a successful tool used for education and sensitivity training by regional FBI, the state attorney general’s office, the U.S. attorney general’s office — was widely distributed to tribal members and the public. She had also worked with Inter-Tribal Council of Michigan and the Centers for Disease Control to help produce an “Eat Fish but Choose Wisely” educational campaign about fish contaminants. Successful cam-

paign materials were developed based on elder talking circles and meetings with fishing families.

To dispel myths about Native Americans and influence Indian policy, tribes need to educate decision makers. Plus, all tribes need to arm their citizens with information they can use to defend themselves and their tribes and insist on their rights.

A project team was assembled to write a proposal to NCAI to design a toolkit comprised of a comprehensive legislative database and a library of tribal public information and education pieces. This toolkit would further bolster the tribe’s internal and external communications that presently use a tribal organization Intranet, monthly print and digital newspaper, emails blasts, official website, press releases, letters, white papers and social media to impart important information and messages to tribal members and the

public.

Gathering, organizing and inputting such a massive amount of resources is an immense task, especially in addition to updating a number of educational pieces. As part of the grant, two tribal member college interns are being hired to do this work.

Under McCoy’s mentorship, interns will research tribal advocacy groups, tribes, legislative bodies and contact information. They will gather tribal priorities and issues as well as tribal actions and responses.

The interns will also assist in updating and organizing a library of tribal educational publications. The library will be published in print and digital formats and be accessible online.

At the end of their internship, the two students will present the new toolkit at the NCAI annual conference. The toolkit — database and library — will be

housed in the Communications Department, which will manage the database and use it for tracking, retrieving and developing legislative projects and responses.

McCoy has 30 years of experience in tribal, state and national legislative processes, team building and leading, and project oversight. “I look forward to educating and mentoring our interns on the role tribal governance plays in the political process,” he said.

Dale-Burton will serve as project manager and supervise the interns. She has 20 years of experience in tribal communications, as a writer, editor, designer and manager, and has always enjoyed working with youth. “Not only is this project badly needed, it’s a fantastic opportunity for two tribal members to learn a lot about their tribe, generate some good work and get started on their careers,” she said.

## Help girls during growth, visit [www.girlshealth.gov](http://www.girlshealth.gov)

Visit [www.girlshealth.gov](http://www.girlshealth.gov), a site for helping girls through the transition from kids to teens.

With hormones surging, peer pressure mounting and more expectations being placed on them, the transition from kid to teen can be a tough time for girls.

Helping girls to understand the

changes in their bodies and how to cope with social situations and the emotions they are feeling can ease the transition. Girlshealth.gov has some great resources to navigate the teen years.

The site is operated and maintained by the U.S. Department of Health and Human Services.

### Clip and save

#### Tribal ambulatory clinics and community health center sites:

**Sault Ste Marie Tribal Health Center**  
2864 Ashmun, Sault Ste Marie, MI 49783,  
Phone: 632-5200 or toll free: (877) 256-0009

**Sault Tribal Health and Human Services Center**  
1140 n. State St. Suite 2805, St. Ignace, Michigan 49781,  
Phone: 643-8689 or toll free: (877) 256-0135

**Munising Tribal Community Center**  
622 West Superior Street, Munising, MI 49862,  
Phone: 387-4614 or toll free: (800) 236-4705

**Manistique Tribal Center**  
5698W Hwy US-2, Manistique, MI 49854,  
Phone: 341-8469 or toll free: (866) 401-0043

**Newberry Community Health Center**  
4935 Zee Ba Tik Lane, Newberry, MI 49868,  
Phone: 293-8181

**Hessel Community Health Center**  
3355 N. 3 Mile Rd/PO Box 130, Hessel, MI 49745,  
Phone: 484-2727

**Escanaba Tribal Health Center (Penstar Office Building),**  
1401 North 26th Street, Suite 105, Escanaba, MI 49829,  
Phone: 786-2636 or fax: 786-0944

**Marquette Area (Monday’s only)**  
1414 West Fair Ave., Suite 108, Marquette, MI 49855,  
Phone: 387-4614 – Calls routed via Munising health services.

#### After hours and emergency care

A community care clinic partnership is established at War Memorial Hospital in Sault Ste. Marie Mich. This allows Sault Tribe members to seek care after normal business hours. Community Care Clinic hours of operation are from 9 a.m. to 9 p.m., seven days a week. Phone number 635-4401.

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# Great Lakes Arts and Dance opens in Sault

BY BRENDA AUSTIN

Great Lakes Arts and Dance (GLAD) opened their doors in downtown Sault Ste. Marie for business Nov. 1, with Director Dianna George and her staff welcoming student's ages 2.5 years to adult.

GLAD dance instructors bring a wealth of knowledge with a combination of college degrees and professional performing backgrounds. They offer decades of experience to help bring out the best in every dancer.

"We have been really blessed here, people have bent over backwards to make sure our move went smoothly," George said. "We are doing something different here then we have in the past. If there is a class you would like to see offered or you know someone who teaches something let us know. For example, our volunteer administrative assistant Aagii Clement teaches beadwork – if there were enough people requesting a beadwork class then we could do that. Or if there is a demand for a special dance class like powwow dancing, people should let us know."

George was encouraged by her son to open her own business after dreaming about it for years. The dance studio currently has about 100 students and offers classes from beginner to advanced in ballet, jazz, modern, tap (beginner to intermediate), hip

hop, lyrical, liturgical dance and music, dance and tumbling for tots. They are also home to the Spotlights Dance Theatre.

They have added Zumba fitness to their schedule, which will begin sometime in January. Competitive rates are offered and a 20 percent off family package discount will be offered in the New Year.

Instructors include Kaley Darga, who teaches advanced modern, lyrical and hip hop classes. Mary Kemling who will be teaching the new Zumba class is also a trained ballet dancer. Noel Granger is the newest instructor and teaches tap and jazz. George teaches all the ballet classes, jazz, modern, tap, acting, musicality and choreography. Beginning in January George said she will be adding some acting instruction into some of her dance classes.

The Spotlights, GLAD's dance theater, performed selections from the Nutcracker Ballet, which they presented to the residents at the Freighters Assisted Living Facility on Portage Street. George said it was a huge success, and everyone who attended was impressed with the skill of the students.

Although all of her current students are females, George said males are welcomed and encouraged to attend. She had two male students last year who left to pursue careers in the dance industry



The Spotlights, GLAD's dance theater, performed selections from the Nutcracker Ballet, which they presented to the residents at the Freighters Assisted Living Facility on Portage Street on Dec. 16, 2013. Director Dianna George said it was a huge success, and everyone who attended was impressed with the skill of the students.

– one is in L.A. trying to break into the business end of things while getting jobs dancing and the other, Trask Reinhart, is in the Lansing area and has gone semi-professional after studying with her for just over two years.

"Dance is more than just moving your feet. It's moving your body, moving the space, telling a story, acting and musicality. How do you count music, how do you feel music? We have drum-

sticks and sometimes we just drum and count music," George said.

George would also like to thank her parents and students, the technical help, her landlord and the friends and people who have been there for them. "That includes the community and local businesses," she said. "The response has been overwhelming, we are offering the kids a safe loving place but they don't call

the art a discipline for nothing."

She said their spring performance has been booked already at LSSU's auditorium, but she is keeping everything else about the performance under wraps for now.

Call the Great Lakes Arts and Dance in Sault Ste. Marie at (906) 440- 3623, or visit their website at: <http://gladdance.com> or email Director Dianna George at: [gladdance1@gmail.com](mailto:gladdance1@gmail.com).

## ACFS grateful for Christmas giving

Once again, Anishnaabek Community and Family Services spread Christmas joy to children in foster care this year. Staff put on their elf hats and shopped for 74 children placed in foster care during the holiday season. All funds were made available through donations of Sault Tribe employees dressing down throughout 2013.

Miigwetch to the following departments: ACFS, \$3,608; MIS, \$1,375; Gaming Commission, \$406.84; Accounting, \$1,000; Cultural Department, \$521.40;

Legal, \$1,132; Tribal Court, \$315.83; Contract Health, \$996; St. Ignace Human Resources, \$207; excess from the children's Christmas party, \$1,307.86;.

Personal donations: Bonnie Culfa, \$200; Phyllis Huffman, \$20; Bill Connolly, \$100.

Total received: \$11,501.93

Additionally, the Sault Ste. Marie Tribal Health Center put up a mitten tree for their staff to pick mittens from the tree that provided age and gender details of foster children. These gifts were given to the children as well.

We certainly feel the Christmas spirit when tribal departments come together in the interest of the children during the holiday season.

We also take this opportunity to send a heart felt thank you to all of our foster parents who care for our children when they are not able to be with their parents.

For information on how to make a difference in the life of a child, please call (800) 726-0093.

From the staff at ACFS, we would like to wish you all a happy new year!

## From Bob Flowers' kitchen FOR YOUR RECIPE BOX — BOB'S LIVER PATE

I know, not everyone likes anything made with liver. But for those who do, I give you my recipe for liver paté. This rich dip is creamy, silky smooth and full of flavor. It will definitely be the highlight of the party for all who enjoy liver.

What makes this work is that the livers are just barely cooked through and don't develop that grainy texture of over-cooked liver. They remain smooth and creamy.

Ingredients:

1 lb. chicken livers

1 tsp. chicken soup base  
1 stick real butter  
1/4 tsp. ground sage  
1/8 tsp. powdered ginger  
1/4 tsp. granulated garlic powder

Place the livers into a pot and cover with water. Bring to a boil and cook just until the livers are no longer pink plus another minute. Place ingredients into a food processor or blender and process until smooth and creamy. Refrigerate until ready to serve. The paté is great with your favorite crackers, toast points, chips and so on. Enjoy.

## Emergency alert towers installed

From "Warning system," pg. 6 be working together in the near future to develop and educate each tribal family residing in housing on a complete emergency preparedness plan."

Carpentier said that various neighboring cities and counties have shown an interest in expanding the tribe's system and putting

in their own alert towers, possibly within campgrounds and fire stations.

For more information, call (906) 635-6065 or visit <http://stemergencymanagement.wordpress.com> or Sault Tribe Emergency Management on Facebook at <http://www.facebook.com/SaultTribeEM>.

## Protect yourself by preventing cyber crimes

Cyber crimes come in a variety of forms, including identity theft, fraud and viruses.

Reduce your chances of becoming a victim by taking these important steps online:

- Set strong passwords, change them regularly and don't share them with others.

- Keep your operating system, browser and other critical software optimized by installing updates.

- Use privacy settings and limit the amount of personal information you post online.

- Be cautious about offers. If it sounds too good to be true, it probably is.

Get additional information about protecting yourself online and reporting incidents from the Department of Homeland Security.

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## Family expresses gratitude

Thank you to family and friends for your thoughtfulness and prayers for Ray and Little Ray Mendoskin.

A special thank you to the women who helped in the kitchen: Grace Gravelle, Cathy Gravelle, Terri Mattson, Jackie Allard, Carol Pages, Gail Carr, Jackie Gravelle, and Evelyn Cardimoni; the fire keepers: Leslie Ailing, Donnie Rice, Donnie Alexander, Barney

Gravelle, and Neil McCoy; and the preparations of gravesites: Boyd Rhodes, Joe Nasser, and Mike Nasser.

Miigwech to Mickey Frechette, Leslie Ruditus, Cecil Pavlat and Brother Hascall.

Sincerely,  
June, Keri, and Tommy Mendoskin, Justin Burton, Brandi Roy, Kaylee and Chelsea Riffey

## DeClue accepted into National Honor Society

Taylor DeClue, 16, is a junior at West Bloomfield High School, West Bloomfield, Mich. He was born and raised in Pontiac, Mich., the son of Angela and Matthew Declue of Pontiac and grandson of Corrine and Ronald Rudd of Waterford, Mich.

DeClue has been active in the Oakland County Teen Court Program for two years now, serving as juror and bailiff in both the West Bloomfield District Court and the Waterford District Court. He has also volunteered at the same elementary school he

went to as a child, even helping out some of the same teachers he had as a student. He also tutors students in grades 9 and 10, and will be volunteering soon to tutor junior high school students.

DeClue studied honors world literature, honors physics, advanced placement world history, advanced placement chemistry, algebra 2 and advanced via individual determination this semester. He aspires to be a physicist or a lawyer and would like to attend Brown or Stanford University.



Jessica McClellan of Drummond Island graduated from Central Michigan University in August of 2013. She received a Bachelor of Science degree in business administration majoring in marketing with a minor in advertising. To complete graduation requirements, Jessica interned this past summer at the Drummond Island Tourism Association office. She received her diploma on Dec. 14, 2013.



Makenna Bryant, 12, holds her first place trophy from the District Elks Hoop Shoot held on Dec. 14 in Ishpeming, Mich. She now advances to state competition in Grand Rapids, Mich., on Feb. 22. Wish her luck. She is the daughter of Fred and Heather Bryant of Newberry and the granddaughter of Lois Bryant.



Five generations of a family gathered at the James and Eirnela O'Neil residence in Gould City on Thanksgiving. Back row, left to right, Jeannette (nee O'Neil) Storms, grandmother, of Buckley, Mich.; Gavin James Keene, Kris Keene, father, of Leesburg, Fla. Front, left to right, Eirnela O'Neil, great grandmother, of Gould City; Vivian Blanchard, great-great grandmother, of Gould City; and Summer Lynn Keene.



Photo by Rick Smith

Families Against Narcotics (FAN) of Chippewa County received a hefty donation of \$5,000 as part of a goodwill gesture to the community at the grand opening of the Art Van franchise in Sault Ste. Marie on Jan. 9. The business opens as a merger between Art Van and Erickson's Appliance and Furniture, a long established local concern. A number of Sault Tribe members are involved as volunteers with FAN and the organization collaborates with the tribe in an official capacity on certain endeavors to serve the community in raising awareness about the hazards of prescription drugs, the dangers of prescription drug abuse and removing the stigma concerning those in recovery — situations that can face anyone. Those interested in learning more about FAN may visit the organization's website at [www.familiesagainstnarcotics.org/chippewa-county](http://www.familiesagainstnarcotics.org/chippewa-county) or call 203-8959. FAN representatives pictured are Kareen Brown (second from left), Shirley Farnquist (third from left), Chapter President Lisa Gauthier (holding check) and Joe Claxton (second from right). The grand opening marks the occasion of the first Art Van furnishings business to open in the Upper Peninsula of Michigan. The event was attended by representatives from the Sault Chamber of Commerce and many others.

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# Sault Ste. Marie Tribe of Chippewa Indians members walk on

FRANCES E. BAZINAW

Frances E. Bazinaw, 73, of St. Ignace, passed away on Dec. 14, 2013, at the Hospice House in Sault Ste. Marie. She was born on Oct. 29, 1940, to Frank and Cecelia (nee Perault) Cadotte on Mackinac Island.



She attended school on Mackinac Island and Holy Childhood in Harbor Springs and married Carl Bazinaw on April 21, 1964, in Columbus, Ga. Together, they lived in Colorado and Germany. Mrs. Bazinaw was an elder of the Sault Ste. Marie Tribe of Chippewa Indians. She loved to cook and worked in the food industry for Kewadin Casinos. She is survived by a stepson and his family, Tony and Annette in Manistee; a step-grandson, Tray; her sister, Lucille Visnaw of St. Ignace; and several nieces and nephews. She was preceded in death by her brother, Nicholas Cadotte; five sisters, Theresa Howell, Leona Keyser, Mary Andress, Veronica Massaway and an infant, Cecelia.

No services are planned at this time. Interment will take place on Mackinac Island in the spring. Dodson Funeral Home assisted the family with arrangements.

DARRYL J. BEBO

Darryl J. "DJ" Bebo, son of Joseph Bebo and Dora (nee Lavalley) Bebo of Forest Lake, passed away on Dec. 23, 2013, in Kenosha, Wisc., at age 91. He was born on May 24, 1922, in Marquette, Mich. From 1942 to 1945, "DJ" served in the U.S. Navy during World War II aboard the submarine chaser 1319. On June 15, 1946, he married Jeanette Shaw. Darryl was employed with Ladish Tri-Clover Co. for 31 years as a machinist and polisher, retiring in 1986.

He was a member of Our Lady of the Holy Rosary Catholic Church, Zion-Benton Moose Lodge 667, VFW, the American Legion of Flint, Mich., and the Sault Ste. Marie Tribe of Chippewa Indians. He was an avid fisherman and hunter in Michigan, Wisconsin and Canada. He designed his own arrows for hunting and built his own model airplanes as hobbies. He loved picking blueberries, especially with his family and visiting with his neighbors on Twin Lakes.

Darryl is survived by his wife, Jeanette, of 67 years; brothers, Francis, Raymond and Joseph Bebo; sister, Anita (James) Nelson of Munising; as well as several nieces and nephews.

His parents, Joe and Dora; brother, William Bebo; sisters, Verna O'Neill and Mary Wills preceded him in death along with his spaniel hunting companions Cookie, Mitzi and Meggin.

Church services took place at this church in Kenosha on Jan. 6, 2014. Graveside military honors will take place in the spring or summer at the Maple Grove

Cemetery in Munising. He will be buried next to his parents.

The family would like to thank Dr. Irish and staff at the Grand Island Chippewa Health Center in Munising and the Manistique Sault Tribal Pharmacy for their years of service to Darryl.

Darryl's French/Indian ancestry dates back to the early 1800s on Sugar Island as Baie de Wasi crane clan through his grandmother, Mary (nee Bebo) Lacoy.

THOMAS CARPENTIER

Thomas L. Carpentier, also known as Thomas Wilson, 85, died on Dec. 19, 2013, at Bronson Battle Creek Hospital. He was born on Oct. 30, 1928, on Sugar Island, Mich., to Francis Nelson and Kathleen (nee Leask) Carpentier.



He is survived by his wife and partner of 50 years, Carline; three sons, Mark, Dewey and Tommy Carpentier; two daughters, Linda and Sparky; three sisters, Betty Peltonen, Theresa Kraushaar and Alice Richie; many grandchildren; great-grandchildren and many nieces and nephews.

Special thanks to son Mark, niece Laurie Carpentier and nephew Fritz Peltonen. Special thanks to the Legacy for the special care you gave to Tom.

He was preceded in death by five brothers, Francis Paul, William, Leo, Bernard and Chuck Carpentier; and two sisters, Celena and Julia Carpentier.

Burial will take place in the spring at Fort Custer National Cemetery, Battle Creek, Mich.

In lieu of flowers, friends and family who wish to make memorial contributions in Thomas Carpentier-Wilson's name please consider the Haven of Rest Homeless Shelter, 11 Green St., Battle Creek, MI 49014 or the Haven of Rest Women and Children Shelter, 27 Green St., Battle Creek, MI 49014

Condolences may be left at royalfuneralhome@comcast.net.

CURTIS J. GRONDIN

Curtis Joel Grondin, 35, of Wilson, passed away on Dec. 23, 2013, from injuries sustained in an automobile accident. He was born on Nov. 23, 1978, in Petoskey to Patrick "Pat" and Kathleen (nee Nichols) Grondin.



He married Heide Larson June 24, 2006, at Carney Free Church.

Mr. Grondin, known as "Curti" or "Curti Joe" to some of his friends and family, was passionate about hunting and fishing, mostly for watching and experiencing the joy others had when he would bring them hunting. He also completed a world slam in turkey hunting with his father. Hunting is also how he made most of his friends who also shared the same passion. Mr. Grondin was an exceptional athlete, friends said, who always gave it his "all" and then some. He loved the Detroit

Tigers and Lions.

Mr. Grondin is survived by his wife; his parents; three brothers and their families, Ryan and Susan Grondin, Darren Grondin and Jessica Coolbaugh and Derrick Grondin; one sister and her family, Megan and Ryan Blixt; his dog and best friend, Jaxon; as well as many aunts, uncles, nieces, nephews, cousins and good friends.

Visitation and services took place on Dec. 29 at the Allo Coolman Funeral Home in Spalding with Fr. Michael Vichich officiating.

A memorial fund is set at the Menominee County Federal Credit Union, where donations in Curtis or Heide Grondin's name may be sent to W3803 US HWY 2 and 41, P.O. Box 604, Powers, MI 49874.

ALF HOGLUND

Alf John Hoglund of Sault Ste. Marie, Mich., passed on Jan. 3, 2014, at his home. He was born June 21, 1952 in Flint, Mich.



He was a member of the Sault Ste. Marie Tribe of Chippewa Indians and loved to spend time with his grandchildren watching them play sports. He also enjoyed Harley-Davidson motorcycles.

He is survived by his children, Alf and Jodi Hoglund and Nicole (Derek Bouschor) Hoglund; sister, Patty (Ron) Peters; brother, Greg (Karen) Hoglund; grandchildren, Destiny, Adrianna, Dylan and Evan; and nieces, Stephanie, Tina and Gina.

He was predeceased by his parents, James and Dolly Hoglund, and brother, Michael Hoglund.

Visitation and services took place at the Clark Bailey Newhouse Funeral Home and Cremation Center on Jan. 9 with Cecil Pavlat officiating.

Online condolences may be left at www.clarkbaileynewhouse.com.

SANDRA L. KINGSTON

Sandra Louise Kingston, 70, of Paragould, died on Dec. 13, 2013, at the Advanced Care Hospital of White County in Searcy, Ark. She was born on April 29, 1943, in Detroit, Mich. She was an elder of the Sault Ste. Marie of Chippewa Indians, retired from Wal-Mart after working 26 years and a member of the Christ United Methodist Church.



Survivors include her husband of 50 years, Gary Kingston; two sons, David (Suzanne) Kingston of Memphis, Tenn., Mark (Brenda) Kingston of Paragould; one daughter, Stacie (Keith) Clark of Beech Grove, Ark.; one sister, Sherry Purdy of Kinross, Mich.; and four grandchildren, Mahala, Lucas, Kristin and Kandice.

She was preceded in death by an infant daughter, Dawn Marie Kingston; parents, Mitchell J.

and Margaret Muscoe; and one brother, David Muscoe.

Visitation and services took place on Dec. 17 at the Mitchell Funeral Home Chapel with retired pastor John Snyder officiating, interment is in Greene County Memorial Gardens Cemetery.

Pallbearers were Brian Muscoe, Justin Kingston, Pete Nelson, Randy Hedge, John Strandholm and Jeff Strandholm.

Memorials may be made to the American Red Cross or a charity of your choice.

Online guestbook is at www.mitchellfuneralhomes.com.

RANDALL J. LEE

Randall "Randy" J. Lee, 56, passed away on Dec. 9, 2013, at his home with his family at his side following a courageous battle with cancer. He was born in Bay City on July 21, 1957, to the late John and Elizabeth Ann (nee Nordgren) Lee.



He was a Sault Tribe member, belonged to Auburn K of C and was retired from Bay Cast Company. Randy enjoyed hunting, fishing and camping where he was known for his ability to cook on a campfire. He and his daughter, a fancy shawl dancer, attended many powwows throughout where he often served as a fire keeper.

He is survived by his wife, the former Margo A. Madigan whom he married May 29, 1981 in Bay City; their daughter, Virginia and Joshua Swedberg; granddaughter, Madison Swedberg; sister, Gloria and Ken Kalinowski; brother, Jay and Brenda Lee; mother-in-law, Virginia Madigan; sister and brothers-in-law, Brenda Madigan, Daniel and Sue Madigan and Glenn Annie Madigan.

He was preceded in death by his father-in-law, Glenn Madigan.

Visitation and services took place on Dec. 12, 2013, at Rivertown Funeral Chapel with burial in Oak Ridge Cemetery.

CAROL L. MCCOY

On Dec. 24, 2013, our Creator called our little sister, Carol Lynn McCoy, back home. Carol was surrounded by her family as she entered onto the first steps of her final journey.

Carol was born to Kenneth and Helen Gurnoe McCoy on June 2, 1968. She is survived by her brothers, Paul (Ruth) McCoy, Daniel McCoy, Michael McCoy and Patrick McCoy; and sisters, Lauri Henry, Sherri McCoy and Cathy (Tony) Abramson. Her sister, Bonnie McKerchie-Spring and her parents are waiting for her on the other side. Carol also has many nieces and nephews and great nieces and nephews.

Carol's greatest gift to this world was her laughter and her big smile. She had the uncanny ability to remember people's names and always asked how they and their family were doing. She was a special little girl to all of our elders.

Carol loved to sing and she loved to dance. She especially loved Hank Williams songs. She will be missed at the future wed-

ding receptions where she loved to take center stage where she would magically become the family "dancing queen."

This Christmas, she got her wish! She got to celebrate the birth of Jesus with our mom, dad, sister and all the rest of our relations. See you later, little sister. Enjoy eternity!

Visitation, services and a celebration of Carol's life took place at the Niiganaagizhik Ceremonial Building from Dec. 26 to Dec. 28.

Clark Bailey Newhouse Funeral Home and Cremation Center assisted the family with arrangements. Online condolences may be left at www.clarkbaileynewhouse.com.

DAVID MCKERCHIE

David "Jerry" McKerchie, aged 78, of Dorr, passed away at his home under hospice care on Dec. 19, 2013.

He was preceded in death by his parents David and Ruth (nee McCoy) McKerchie, his first wife Patricia (McCune) McKerchie, his sister Thelma and his brother Donald.

David will be lovingly remembered by his wife of 31 years, Kathleen; his children, Anita (James) Sweeter and Michael McKerchie; granddaughters, Rebecca, Tiffany and Rachael; grandsons, Michael, Jonathan, Canaan and Jessie; eight great-grandchildren; sisters, Jenene (Tom) Budnick, Myrl (Ed) Payment, Bonnie Hoops, Lynette (Bill) Marsh, Brenda (Tom) Cook, and Laurie (Dan) Henry; brothers, John (Gayle) McKerchie and Richard McKerchie; many nieces and nephews.

David retired after 40 years from the Packaging Corporation in 1999. He was a member of St. Stanislaus Catholic Church.

Visitation and services took place on Dec. 22-23 at Kubiak-Cook Funeral Services in Dorr with Father Christian Johnston officiating. Interment will be at Resurrection Cemetery. In lieu of flowers, contributions may be made to a charity of your choice. The family welcomes memories and messages in their guestbook online at www.kubiakcook.com.

FLOYD A. PAQUIN

Floyd Alexander Paquin was a lifelong commercial fisherman in the St. Ignace area, talented musician and a backyard mechanic who could fix almost anything. Mr. Paquin passed away suddenly on Dec. 7, 2013, at McLaren Northern Michigan Hospital in Petoskey after suffering a heart attack in St. Ignace. He was 74.



He was born July 18, 1939, in St. Ignace to Alexander and Theresa (nee Carson) Paquin.

Known to his many friends as "Flip," he was a self-taught musician who played several instruments, notably guitar and fiddle, and for many years entertained at wedding receptions and parties at the Moose Lodge, VFW and venues all around the area. He always favored old-time country

See "Walk on," page 10

# Sault Ste. Marie Tribe of Chippewa Indians members walk on

— From "Walk on," page 9  
music and his children, grandchildren and relatives can all recall their own favorites among his signature tunes. He played with bands called the Country Cutups and Solid Gold, and his band mates over the years included Ray Sayles, Wilma Herschman, Bob McGlinch, Otto Hyslop, Henry Smith, Robert Paquin and many others. Mr. Paquin always enjoyed getting together with family and friends and was known for his good-natured, easygoing personality and lively sense of humor.

Mr. Paquin was a member of the Sault Ste. Marie Tribe of Chippewa Indians and for most of his life made his living by commercial fishing. At times, over the years, he fished commercially with his sons, Robert Paquin and Floyd "Sonny" Paquin Jr. Earlier, he had worked for Dick Hagen Fisheries and was a construction worker for Tom Shaw Construction in Cheboygan, working on building the Mackinac County jail and buildings in Marquette and Sault Ste. Marie. In his later years, retiring from the lakes, Mr. Paquin worked as a maintenance man for Days Inn and Straits Breeze Motel.

A self-taught auto mechanic, Mr. Paquin was often called on by friends and family for diagnoses and repairs to cars and various other machines. He was known for his ability to fix, make or re-make almost anything. He enjoyed raising chickens and rabbits, observing wildlife around his home and teaching his grandchildren how to hunt and fish.

Mr. Paquin and Catherine Cottle were married on March 8, 1959. In recent years, they made their home on Rabbits Back Road, where he always had at least one project underway in the backyard.

Mr. Paquin is survived by his wife, his children and their families, Floyd and Patty Paquin, Cathy McNeely, Andy and Jenny Paquin and Ed and Ellen Paquin, all of St. Ignace, John and Pam Paquin of Hessel, Cindy and Doug Miller of Belding, and Robert and Kate Paquin of OshKosh, Wisc.; a grandson who Mr. and Mrs. Paquin raised as their son, Joseph and Heidi Paquin of Pickford; 19 grandchildren and 10 great-grandchildren; siblings and their families, Ron and Molly Paquin, Don Paquin, Leonard Paquin, Tom and Sally Paquin, Geraldine Huyck, Betty Marshall and Donna and Don Corp; sisters-in-law and their families, Helen and Otto Hyslop, Ruth Clark and Bonnie and Logan Jarrard.

He was preceded in death by his parents; a son-in-law, Patrick LaFreniere; a granddaughter, Melissa McNeely; a brother-in-law, Charles "Sonny" Huyck; and a sister-in-law, Carol Paquin.

Visitation and services took place at the Dodson Funeral Home on Dec. 11-12 with Pastor Tom Penner officiating. A luncheon followed at the tribal center on McCann Street in St. Ignace.

LAWRENCE L. PAYMENT  
Lawrence "Larry" Louis

Payment passed into eternal life at the age of 54 in the early morning hours of Nov. 26, 2013, surrounded by his loving family after a courageous battle with pancreatic cancer. Larry was born on April 24, 1959, to Urban and Melva Payment in Sault Ste. Marie, Mich.

Larry grew up in the Sault with his six siblings on East Spruce Street. He attended Jefferson Elementary School and was a Sault High graduate with the class of 1978. After many years of plumbing and carpentry work, Larry started his life-long love of law enforcement with the Sault Tribe of Chippewa Indians and Chippewa County Sheriff Department. He worked for 15 years until a work injury sidelined him, allowing him to dedicate his life to helping others.

Larry was a fierce protector of his family and friends. He touched the lives of everyone with his humor, strength and wisdom. Though he was known to be stubborn, he loved to tease and take care of everyone around him. He loved the outdoors, gardening, nature, camping with his family at Soldiers Lake, fishing with his grandsons, going for rides and watching the boats go by at Rotary Park with his dog Harley.

Left to cherish Larry's memory are his high school sweetheart, Janet (nee Allen), whom he married on July 14, 1979, their son Jason (Mandy Vert) and his precious grandchildren Trevor, Alex and Kinley; their daughter, Ashley of Sault Ste. Marie; his mother Melva Payment; brother Don (Linda) Payment of Greenville, S.C.; sisters, Evelyn Buffton of Grand Blanc, Carol Benner, Sharon (Mark) Porcaro, Marlene (Mike) Porcaro and Michelle Nalett and their families, all of Sault Ste. Marie; brothers-in-law, David (Sally) Allen of Omaha, Neb., Randy (Debbie) Allen of Grand Blanc and Steven (Candi) Allen of Kinross; sisters-in-law, Becky Ellis of Hudsonville, Karen (Roy) Miller of Georgetown, Ky., and Kay (Gordon) Nicholas of Sault Ste. Marie; many aunts, uncles, cousins, nieces, and nephews, including two very special nephews Scott Nalett and Darren (Woody) Bouschor and his dear friend Rob King.

Larry is preceded in death by his father Urban "Pogie" Payment; his infant (stillborn) daughter; his in-laws, John and Annette (nee Crawford) Allen; brother-in-law Richard Ellis; and sister-in-law Maggie Allen.

We, Larry's family, feel honored and privileged to have been able to call him husband, father, pap, son, brother, uncle and nephew. There will be a huge hole in our lives and until we meet again. Larry, you will be missed.

Services took place on Nov. 30, 2013, at St. Isaac Jogues Catholic Church with Brother John Hascall as officiant. Final resting place will be Riverside Cemetery.

Donations may be left in Larry's name to the Chippewa County Animal Shelter 3660 S. Mackinac Trail Sault Ste. Marie, MI 49783. Online condolences may be left at [www.clarkbai-](http://www.clarkbai-)

leynewhouse.com.

GERRY R. STURGEON

Gerry Rand Sturgeon of Stevensville passed away on Nov. 15, 2013, following an illness she battled for many years. A visitation celebrating her life and a time of sharing took place on Nov. 18, 2013, at Starks and Menchinger Chapel in St. Joseph. Memorials may be made to Hospice at Home, Lakeland Health Care Affiliate of St. Joseph. Those wishing to sign Gerry's memory book online may do so at [www.starks-menchinger.com](http://www.starks-menchinger.com).

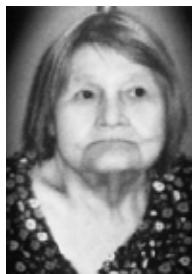
Gerry was born on June 1, 1947, in Sault Ste. Marie, Mich. She grew up as an Army brat, traveled the world with her parents and eventually settled in southwest Michigan. She was a stay-at-home mom for many years and then entered the workforce and was employed by H&K Machine Co. in Three Oaks, Twin City Engraving in St. Joseph and then Walsworth Print Group (formerly IPC Print Services). Gerry was a member of the Sault Ste. Marie Tribe of Chippewa Indians and the Stevensville American Legion Auxiliary.

Gerry's hobbies included gardening, home improvement projects and reading. Gerry always felt her greatest happiness in life was watching her three wonderful children — Bret, Wade and Lindsay — grow into professional, accomplished individuals who made this world a better place.

Her father preceded her in death, the late Col. Richard S. Rand (U.S. Army ret). She is survived by her mother, Alma Rand of Sault Ste. Marie; her three children, Bret Zimmerman and his wife, Corrine, of Grosse Pointe Farms, Mich., Wade Zimmerman and his wife, Caroline, of Denver, Colo., and Lindsay Zimmerman Hunsberger and her husband, Josh, of Niles; one granddaughter, Alexandria Zimmerman (daughter of Bret and Corrine Zimmerman); two step-grandchildren, Allyson and Tristan Hunsberger (Lindsay and Josh Hunsberger); one grandchild due in February of 2014 (child of Wade and Caroline Zimmerman); three siblings, Patricia Gardner and husband Richard, Claudia Prout and husband Gerald and Rich Rand Jr.; her very special friends from her Okinawa graduating class of 1965, Kit McKeon, Pam Hull Wilson, Chuck Garwood and Lito Tolentino, who held a very special place in her heart; and the Cosmo Girls Dinner Club, Mary Jo Tomasini, Gay Harrison and Sherry MacDonald.

LUCILLE L. VISNAW

Lucille Louise Visnaw, 83, of Carp River, passed away on Dec. 17, 2013, at Mackinac Straits Health System in St. Ignace. She was born on Feb. 11, 1930, to Frank and Cecelia (nee Perault) Cadotte on Mackinac Island. She attended school on



Mackinac Island and Holy Childhood School in Harbor Springs.

She lived on the island and in St. Ignace. She worked at the Lakeview Hotel.

Mrs. Visnaw was an elder of the Sault Ste. Marie Tribe of Chippewa Indians.

She is survived by her children and their families, Melvin and Clarence Visnaw of St. Ignace, Arnold and Amber Visnaw of Rudyard, David Visnaw of Waynesville, N.C., Rose Good of St. Ignace, Jen Martin of Wolverine, Louella Rautio of Iron River, Wisc., and Frances and Joe Rolston of North Carolina; 34 grandchildren; and many great-grandchildren.

She was preceded in death by six siblings, Theresa Howell, Leona Keyser, Mary Andress, Veronica Massaway, Frances Bazinaw and Nicholas Cadotte.

No services are planned at this time.

Interment will take place in the spring at Ste. Anne's Cemetery on Mackinac Island.

Dodson Funeral Home of St. Ignace assisted the family with arrangements.

WILLIAM D. GOODREAU, JR.

William David Goodreau, Jr., 83, of Inglis, Fla., passed away peacefully on Dec. 16, 2013, at Cypress Cove Care Center in Crystal River, Fla.

He was born on Jan. 4, 1930, to William and Edith (nee Hill) Goudreau, Sr., in St. Ignace.

He attended LaSalle High School in St. Ignace and married Jean Sheidler in 1955 in Flint. Mr. Goodreau served in the U.S. Navy during the Korean War and was a member of the VFW in Ingles. He worked as a heavy equipment operator until he retired, loved the water and operated his own shrimp boat in the Gulf of Mexico.

He is survived by his wife, Jean; three children, Richard and Robert Goudreau, and Rickie Marie Amenowicz; and numerous grandchildren and great-grandchildren.

He was preceded in death by one son, William Goudreau III.

Interment will take place at a later date at Royal Palm Memorial Gardens, Punta Gorda, Fla.

Strickland Funeral Home with Crematory Crystal River assisted the family with arrangements.

THOMAS N. COOK

Thomas N. Cook was born in Sault Ste. Marie, Mich., to Fern (Harrington) and Kenneth Cook on Jan. 14, 1939. He passed away from this earth June 11, 2013, in Port Charlotte, Fla.



Tom started working at the Red Owl in Sault Ste. Marie at an early age. He then worked with his father in the optical business before graduating from Sault High School in 1958 and moving to Minnesota to work for Benson Optical.

Tom has four daughters, Michelle, Christina, Kelly and Carrie from his marriage to Joanne Sauro. They have 12 grandchildren and two great grandchildren.

Tom is survived by his wife, Dee (Delores DeLuca), step-children, Theresa, Kevin, Debbie, Becky and Keith, and eight grandchildren.

He leaves behind his brothers Kenneth and Norman, and a sister, Melanie, and many nieces and nephews as he joins his brother, Nelson, who preceded him in death.

Tom retired from a career with State Farm Insurance and he and Dee sold their home in Boyne City, Mich., to reside in the Village of Holiday Lake, Fla., where his many friends and family attended a memorial celebration of his life.

During his years here on earth, Tom enjoyed fishing, boating, being outdoors, reading, dancing, singing in the Village chorus, working with stained glass and having fun at the beach with family. His love for life, concern for others and his joyful personality will be missed by all those who knew him.

## In memory of Nancy Allard

We thought of you with love today but that is nothing new. We thought of you yesterday and days before that too. We think of you in silence as we often speak your name.

All we have are memories and your picture in a frame.

Your memory is our keepsake with which we'll never part. God has you in His keeping. We have you in our hearts.

We all love you and miss you.

Love,  
Dad, Linda, Theresa, Lori and Michael

## www.investor.gov!

Use calculators and worksheets on Investor.gov to help evaluate your finances. Here are just a few of the tools you'll find:

- 401(k) and IRA Required Minimum Distribution Calculator: After age 70½, you are generally required to start withdrawing money from your IRAs and 401(k)s. Find out the minimum amount you'll need to withdraw, depending on your age and the value of your accounts.

- Compound interest calculator: Find out how much your money can grow, using the power of compound interest.

- Social Security retirement estimator: Get personalized benefit estimates to help you plan for retirement.

- Worksheet for determining your net worth: Use this worksheet to list your assets and debts.

- Worksheet for tracking your income and expenses: Keeping track of your income and expenses will help you stay on track with your financial goals.

Once you know your current financial situation, you'll be in a better position to plan for the future.

# Three Lakes Academy receives health funding

Three Lakes Academy of Curtis, Mich., was awarded \$5,000 in funding from the Sault Tribe's Community Transformation Grant Project (CTGP) to increase physical activity opportunities and healthful food choices for students.

The academy's Coordinated School Health Team came up with an innovative plan to increase healthful eating and physical activity. The plan includes planting fruit trees and berry bushes to teach students about growing, using and preserving foods and to provide fresh fruits for school meals as well as acquiring additional playground equipment and providing opportunities for staff wellness.

In the 2012-13 school year, Three Lakes Academy used funding to enhance the school garden and provide classes in canning and preserving to encourage students to eat more home grown or locally grown fresh fruits and vegetables and less processed, packaged foods. They also enhanced the walking trail with

exercise stations. "The Coordinated School Health Team at Three Lakes Academy has done an excellent job of implementing strategies to improve the health of their students during the 2012-13 school year," said Donna Norkoli, CTGP coordinator. "We are glad to be able to award additional funding for this school year to help them continue their efforts."

"Students who eat healthier and are more physically fit are better learners," Norkoli added. "If we can improve the eating and activity habits of students, then we can help them succeed in the classroom. These healthy habits will also keep them healthier long into adult life and will have a lasting impact on individuals and the communities in which they live by reducing many chronic diseases which contribute to lost productivity and high health care costs."

The funding for Three Lakes Academy and seven additional schools in the Sault Tribe service area comes from the Centers for

Disease Control's Community Transformation Grant awarded to the Sault Ste. Marie Tribe of Chippewa Indians. The grant program supports community-level efforts to reduce chronic diseases such as heart disease,

cancer, stroke and diabetes. By promoting healthful lifestyles, especially among population groups experiencing the greatest burden of chronic disease, these grants will help improve health, reduce health disparities and con-

trol health care spending.

For more information on the Sault Tribe Community Transformation Grant Project and school initiatives, visit [www.up4health.org](http://www.up4health.org).



Sault Tribe Community Transformation Grant Project coordinator Donna Norkoli presents check for funding to Three Lakes Academy Director Sue Pann and the Coordinated School Health Team. Back row, left to right, Lisa Howe, Jennifer Wing, Molly Huber, Rachel Niemela and Tom Hoogterp. Front, Kathryn O'Donnell, Colleen Cook, Sue Pann, Donna Norkoli and Katherine Kunze.

**Wellness yoga and Anishinaabemowin** at the Chi Mukwa Fitness Center, 2 Ice Circle Drive. Start your new year with a peaceful boost!

Gentle yoga for adults, aniin pii: (when): Wednesdays in January 7-8 p.m. \$6 drop in.

Discount available for multiple class purchase.

Aandi (where): Hospitality Rm.

Noontime yoga recharge, aaniin pii (when): Mondays, Wednesdays and Fridays in January 2013, 12:15-12:45 p.m. \$6 drop-in.

Discount punch cards available.

Aandi (where): Aerobics Rm. Please call or email to sign up Amy McCoy Sayers, [miskwaa@yahoo.com](mailto:miskwaa@yahoo.com) or (705) 943-5634.

## TOURNAMENTS

**\$15,000 Spin to Win**  
Kewadin Sault Ste. Marie  
January 24-26, 2014

**At Least \$15,000 Poker Blast**  
Kewadin Sault Ste. Marie  
February 7-9, 2014

**\$15,000 Spin to Win**  
Kewadin St. Ignace  
February 21-23, 2014

**\$22,500 Mega Bingo**  
Kewadin Sault Ste. Marie  
February 22, 2014

**SUNDAY Craps** - St. Ignace  
• Registration at the Gaming Pit 10 a.m. - 6 p.m.  
• Tournament starts at 6 p.m.

**Hi-Only Poker** - St. Ignace  
**THURSDAYS**  
• Registration at the Gaming Pit 10 a.m. - 6 p.m.  
• Tournament starts at 6 p.m.

**Midnight Madness** - St. Ignace  
**TUESDAYS**  
• Registration at the Gaming Pit 10 p.m.  
• Tournament begins at 12 a.m.

**Kewadin Party Pits**  
Kewadin St. Ignace & Christmas  
1st & 3rd Tuesday of the Month 7-11 p.m.  
Kewadin Sault Ste. Marie & Manistique  
2nd & 4th Tuesday of the Month 7-11 p.m.  
Prizes • Match Play • Kewadin Credits

## KEWADIN KLASSIFIEDS

### WINTER WONDERLAND CELEBRATION

Over \$120,000 in Cash & Credits

ALL FIVE SITES

Earn Entries: Now - March 1, 2014  
Grand Prize Night: March 1, 2014

EXTRA 20 BONUS ENTRY DAYS:

February 2 (Super Bowl Sunday)  
February 14 (Valentine's Day)

PRE PARTY CREDIT BLOWOUT!  
January 25 and February 15, 2014  
Win up to \$400 Credits! • Win up to \$200 Cash!

WINTER WONDERLAND CELEBRATION!  
March 1, 2014 the event will take place from 6-11 p.m. with credit and cash draws throughout the night and the five grand prize draws at each casino at 11:15 p.m.

See Northern Rewards Club or [kewadin.com](http://kewadin.com) for official rules.

**THURSDAY**  
**February 20**  
7 p.m.  
\$52.50 & 42.50

**Cheap Trick Cheap Trick**  
SAULT STE. MARIE DREAMMAKERS THEATER

Kewadin St. Ignace  
Voted #1 Casino  
in Michigan!



## EVENTS

**Keys & Credits Monday**  
St. Ignace, Christmas, Hessel, Manistique  
**Every Monday: 9 a.m.-9 p.m.**  
**Your Chance to Win a Car!**  
PLUS ... Win Your Share of Over  
**\$2,500 in Kewadin Credits!**  
**Five cars have been given away!**  
For details and official rules see [kewadin.com](http://kewadin.com).

**Fantastic Friday Social**  
All Kewadin Sites  
**Every Friday from 4-10 p.m.**  
• Random draws on slots and tables  
• Earn double & triple points  
• Top 3 each Friday  
**PLUS ... one entry each Friday for the Grand Prize Draw!**

**Thursday is Senior Day**  
All Kewadin Sites  
During regular Club hours\*  
If you are actively gaming you are eligible for our 500 drawings between all sites for \$10 in CASH or CREDITS!  
Qualifying customers can also receive \$5 in credits by earning 10 points.  
Complimentary continental breakfast. Must be 50 & older to be eligible.  
Dining specials for everyone at all sites.

\* Club hours vary by site.

# Cookies and Christmas baskets for Hessel families



Sault Tribe elder Leona Brown helped make cookies and put together Christmas baskets for needy families in the Hessel area.



Marlene Crisp, Francis Hank, Mona Gugin and Leona Brown (L-R).



Roberta Causley making and decorating Christmas cookies.

## Christmas cookies

On Dec 19 just before Christmas, Hessel ladies got together at the Hessel Tribal Center with Marlene Porcaro from the tribe's USDA program to bake Christmas cookies. They were also working on Christmas baskets for needy families.

*Photos by Marlene Porcaro*



Joe and Roberta Causley



Leah Sobczynski spoons cookie batter for baking.



Above, Priscilla Eames checks the latest batch of sugar cookies. Below, Shiloe Willett and Leah Sobczynski spoon out batter.



Mona Gugin, Priscilla Eames and Leah Sobczynski collaborate.

# Elder Christmas dinner for Units I, II and III

The Unit I, II and III elder Christmas dinner was held Dec. 10 at Kewadin Casino's DreamMakers Theater in the Sault. The crowd was entertained by the Gentleman George Band and an impromptu concert by Aaron Payment, Cathy Abramson and Cheri Goetz. Each Unit provided door prizes and raffles. This event was made possible by all of the volunteers that helped as well as the Kewadin Staff that pitched in: Tammy Russo, Kim Russo, Diane Vanvalkenburg, Joe McDonald, Chris Shannon, Aaron Endresen, Cheyenne Cadreau and Gail Wilson.



Back, left to right: Cheryl Rapson, Pat Deuman and Kay Ribble. Front, left to right: Clede LaFaver, Dorothy Murphy and Carol Spring.



Hessel Casino Manager Tel Fox (left) and Eldercare Services Division Director Cheri Goetz.

*Photos by Brenda Austin*



Lola Davis (left), Fannie Aslin, Roberta Chippewa and Kathleen Egert.



Betty Smith (left), Catherine LaPoint and John Causley enjoying dinner together.



James Winston Hill and his wife Juanita "Punky" Hill from Sault Ste. Marie.



Bill and Carol Brown and Linda Wilkins.



Roland Mayer, George Snider and Stephanie Sabatine providing entertainment.



Front left, Sally Valentine, Eleanor Fitzpatrick and Peggy Coveyou. Back left, Doug St. Andrew, Shirley Therrian and Angie Bunker.

# Burning barrels: You burn it, you breathe it

BY CRYSTAL BOLE

For much of our community, burning waste in burn barrels or outside in a pit is an ordinary practice. Most of the people who burn their waste do not realize how harmful it can be to their health, their family's health and the environment. Unfortunately, it is becoming increasingly apparent that burn barrels and backyard burning of trash are not safe for our community or our environment.

The smoke produced by burn barrels contains a variety of hazardous chemicals such as particulate matter, sulfur dioxide, lead, cadmium, chromium, arsenic and mercury. These chemicals can have negative health effects on our community by causing asthma, emphysema and other respiratory illnesses.

Besides the respiratory issues associated with the hazardous chemicals from burn barrels, there can also be effects on the nervous system, increased risk of heart disease, rashes, effects on the kidneys, risk of liver damage, reproductive and developmental disorders. People who choose to use burn barrels are exposed to all of these hazardous wastes, along with their families and anyone who lives nearby, with children and the elderly especially vulnerable.

The ash residue can contain many chemicals depending on what is burned. The ash residue can land anywhere, on your garden vegetables or, possibly, on your lawn, where your child is learning to crawl. These toxic chemicals settle onto our croplands and waterways as well, where they end up in our food

and drinking water.

Burn barrels are among the largest sources of toxic chemicals in the Lake Superior basin. When garbage is burned, it releases many airborne chemicals that "rain" down on Lake Superior and enter into its ecosystem, the same ecosystem that provides our community with drinking water and fish to eat.

Because of the low temperature burn that happens in a burn barrel, they release up to 80 times more toxic pollutants into the air than a full-scale municipal incinerator, according to the U.S. Environmental Protection Agency (EPA). Municipal incinerators and industrial smokestacks usually come equipped with pollution emission control systems that are regulated to reduce pollutants, while backyard burning barrels do not.

Household garbage contains many things that may be burned including synthetics and plastics that release a mixture of cancer causing agents when burned. Backyard burning is the leading source of dioxin emissions that result in many health issues. Dioxin comes in second in its toxicity, with radioactive waste being the first, just three ounces is enough to kill one million people. Dioxins are potential endocrine disruptors, a class of chemical, which interferes with reproductive, developmental, behavior and immune systems. Endocrine disruptor chemicals are used to kill cockroaches!

Other health problems when burning waste result in respiratory illnesses, nervous system, kidney and liver damage. Particulate matter, in the form of microscopic

airborne soot, can irritate your lungs and eyes and potentially get into your blood stream because of its small particle size. Since dioxins are lipophilic (fat-loving), dioxins can accumulate in your body over time (bioaccumulation).

"Open burning of household waste in barrels is potentially one of the largest sources of airborne dioxin and furan emissions in the United States," according to the EPA.

Burn barrels are also one of the leading causes of wildfires. Michigan State University's Elaine Bush, Firewise director, said 8,000 to 10,000 wildfires occur in Michigan each year, and most of those are caused by outdoor burning. Most people assume wildfires are caused mainly by lightning and cigarette smoking, when in fact on average, less than 5 percent begin that way. In many states, burn barrels are outlawed. In Michigan, residents use thousands of illegal burn barrels.

A legal burn barrel in Michigan must have a lid and have holes no larger than three quarters of an inch in diameter. In addition, there are restrictions on what may be burned. Public Act 102 of 2012 was signed into law on April 19, 2012, prohibiting the open burning of household trash that contains plastic, rubber, foam, chemically treated wood, textiles, electronics, chemicals or hazardous materials.

**What pollution does our garbage emit?**

**PAPER** — Bleached white paper releases halogenated hydrocarbons, inks and dyes give off toxics, some are coated with plastics to make them shiny, some have plastic windows.

**PLASTIC** — Plastic is a huge source of chlorine and hydrochloric acids — and of dioxins!

**HEAVY METALS** — Heavy metals produce arsenic, styrene, barium, mercury, chromium, formaldehyde, hydrochloric acid, lead, nitrogen, and sulfur oxides. Lead can accumulate in blood, bones and body tissues affecting kidneys, organs and nervous systems.

**STYROFOAM** — Burning styrofoam will release 57 chemical byproducts.

**PARTICULATE MATTER** — It's just not smoke, some par-



**B**urn barrels are among the largest sources of toxic chemicals in the Lake Superior basin — the same ecosystem that provides our community with drinking water and fish to eat.

ticles are small enough to enter the lungs and cause numerous health problems. Particles can aggravate respiratory conditions such as asthma and bronchitis, and have been associated with irregular heartbeats and heart attacks. People with heart or lung disease, the elderly and children are at highest risk from exposure to particles.

**TIRES** — Tire emissions include particulate matter, carbon monoxide, sulfur oxides, oxides of nitrogen, volatile organic compounds, and hazardous air pollutants such as polynuclear aromatic hydrocarbons, dioxins, furans, hydrogen chloride, benzene, polychlorinated biphenyls and metals.

**ASH** — Ash from household waste burning contains lead, arsenic, mercury and chromium. All are heavy metals that have known detrimental effects to the body and environment. Do not contaminate your garden by spreading ashes. Garden vegetables can absorb and accumulate these metals, which can make them dangerous to eat. Children playing in the yard or garden can incidentally ingest soil containing these metals. Even if you don't spread the ashes, rain can wash contaminants from the ash into groundwater and surface water, contaminating drinking water and food.

**What can you do?**

**REDUCE** — You can reduce the amount of waste you and your family create by buying durable long lasting items and avoiding disposable items. Buy in bulk and look for products with less packaging, so there is less waste.

**REUSE** — One person's trash is another person's treasure! Consignment shops, thrift stores, swap meets are all places that you can find exactly what you're looking for and for a lot less money too! Repair, sell, or donate used or unwanted items, instead of throwing them in the garbage and burning.

**COMPOST** — Composting is great way to take care of your food waste and yard trimmings while also providing a natural, free fertilizer. There are many resources to figure out how to start composting including the Sault Tribe Environmental Department, so if you need any help just stop by 206 Greenough Street in Sault Ste. Marie or call (906) 632-5575.

**RECYCLE** — This one is easy. Most areas have a recycling curbside pick up and if not they will have drop off locations. You will be amazed how much less garbage you have.

**Properly dispose of waste**

— Don't litter or dump illegally. Use a waste collection service or the landfill.

If you have any questions or need any help trying to make a transition from burning, please contact the staff of the Sault Tribe Environmental Department at (906) 632-5575. We'd love to help.

## Changes to audiology services

To receive Sault Tribe audiology services, patients must be members of the tribe and reside in the service area.

Appointments may be scheduled at the following sites:

Tribal Health Center, 2864 Ashmun Street, Sault Ste. Marie, MI 49783, 632-5210.

Health and Human Services, 1140 North State, St. Ignace, MI 49781, (877) 256-0135.

Tribal Health Center, 5698

W. Hwy US-2, Manistique, MI (800) 401-0043.

Tribal Health Center, 622 W. Superior Street, Munising, MI 49862, (800) 236-4705.

Contact your local tribal health facility to schedule an appointment

Please note that beginning March 1, 2014, batteries will be available at cost (\$3.50 per pack) to members who live in the service area.

*If you still have questions about the health care under the new law and how it applies to you, visit the [www.healthcare.gov](http://www.healthcare.gov).*

# Hendricks Township designates smoke-free parks

On Nov. 21, 2013, Hendricks Township was recognized by the Sault Tribe Community Transformation Grant Project as the first township in Mackinac County for designating parks and outdoor recreation areas tobacco-free. The American Cancer Society also marks the Great American Smokeout on the third Thursday of November each year by encouraging people who smoke or use tobacco products to use this date to make a plan to quit or to plan in advance and quit smoking for that day. This year's Great American Smokeout was on Nov. 21.

Tobacco use remains the single largest preventable cause of disease and premature death

in Michigan, killing more than 14,500 residents each year, yet many Michigan residents still use tobacco. About 23.3 percent of Michigan adults and 14 percent of Michigan youth smoke cigarettes. According to a recent survey conducted by the grant project, one in three Sault Tribe adults smoke, putting them at 1.5 times the risk of developing chronic disease or dying from the use of commercial tobacco.

Tobacco-free outdoor recreation areas protect the environment, promote positive community role modeling, and protect the health, safety and welfare of community members. The Sault Tribe Community

Transformation Grant Project provided funding for signs at the playground in Hendricks Township. This project is funded by the Centers for Disease Control's Prevention and Public Health Fund and is working to prevent chronic disease by decreasing tobacco use among adults and youth and decreasing exposure to secondhand smoke.

For more information on tobacco-free outdoor recreation areas, go to [www.healthyparkcommunities.com](http://www.healthyparkcommunities.com), [www.up4health.org](http://www.up4health.org) or contact Heather Hemming at [hhemming@saulttribe.net](mailto:hhemming@saulttribe.net) for a tobacco-free outdoor areas tool kit.



Left to right, Cheryl Hood, treasurer, Hendricks Township; Howard Hood, trustee, Hendricks Township; Heather Hemming, Sault Tribe health educator.

# YEA staff take Physical Activity Kit training

The Sault Tribe Community Transformation Grant and Indian Health Service sponsored Physical Activity Kit (PAK) training for the Sault Tribe Youth Education Activities (YEA) coordinators across the Sault Tribe service area. YEA coordinators from Escanaba, Manistique, Munising, Rudyard/Kinross and Sault Ste. Marie attended the two-day training. Chi Mukwa Youth Program Administrator Dianna Allen also attended the training to incorporate more physical activity into existing programs.

One of the three main initiatives of the Sault Tribe Community Transformation Grant is increasing physical activity opportunities across tribal work-sites. Michelle Archuleta, health promotion and disease preven-

tion consultant from the Bemidji Area Indian Health Service, and Heather Hemming, Sault Tribe health educator, conducted the training.

The Physical Activity Kit was developed through Health Promotion and Disease Prevention services of the Indian Health Service in collaboration with the University of New Mexico and was designed for use in schools, communities, work-sites, Head Start programs, elders centers and youth programs. The kit is a package of physical activities culturally appropriate in American Indian and Alaskan Native communities.

For more information on the Sault Tribe Community Transformation Grant, go to [www.UP4health.org](http://www.UP4health.org).



**PAK GRADS** — Staff from YEA and Chi Mukwa recently completed PAK training. Above left to right are: Heather Hemming, Sault Tribe health educator; Lisa Burnside, YEA Unit II; Karen Corbett, YEA Unit IV; Patty Teeples, YEA Unit IV; Janet Krueger, YEA Unit IV; Dianna Allen, Chi Mukwa youth program administrator; Linda Hutchinson, YEA Unit V; Dawn Griffin, YEA Units I and II; Kelley Constantino, YEA Unit IV; Michelle Archuleta, consultant from Bemidji IHS. Missing: Jill Lawson, YEA Unit I, and Dee Eggert, YEA administrator.

# Encouraging healthy self-esteem in children

**FROM SAULT TRIBE BEHAVIORAL HEALTH**

**DID YOU KNOW...** that children who are able to identify, work toward, and achieve goals are more likely to develop a healthy and strong self-esteem?

Every child is exposed to violence, stress, anger, bullies, drugs and other negative factors that may contribute to the development of low self-esteem (i.e., how a child feels about him or herself). Our children may experience these in the home, from friends, in their school, around their neighborhood, or from the

media. When a child develops low self-esteem, they are more likely to engage in risk-taking behaviors that may lead to significant life consequences.

There are many advantages to helping a child develop a healthy self-esteem. Studies have shown that children with high self-esteem are less likely to engage in alcohol, tobacco or other drug use. When children feel good about themselves, they do not feel the need to use drugs just because their friends or other peers are using them. They are more likely to avoid negative peer

pressure because they do not have problems fitting in with others or making friends. Children with a strong sense of self-esteem are also less likely to experiment with drugs as a way of coping with problems.

One way we can help children feel better about themselves is to encourage them to set and achieve realistic goals. Like a small snowball that starts off at the top of a mountain and eventually gains momentum, children can achieve a positive result when they set a goal and accomplish it. Beginning with short-term

goals (achievable within a few days or weeks) is a good place to start because they are more easily accomplished and can result in your child becoming excited about creating more goals. Also, in discussing long-term goals with your children (achievable in months or years), they can identify the possible negative consequences that are likely to happen if risk-taking behaviors occur, and how those choices can become barriers to them achieving their longer-term goals.

We can help our children learn that a person who sets and

achieves realistic goals is a person who will feel successful and competent, and who will have higher self-esteem as a result. We can also teach our children that setting long-term goals can help them keep in mind what they hope for as well as what can happen to their dreams if they make poor choices.

*Source: Gilbert J. Botvin ("Life Skills Training"). Prepared by T. J. Derwin, BS, CADC, through a prevention grant provided by the NorthCare/Pathways Coordinating Agency, 2013.*

# Teaching children good decision-making

**FROM SAULT TRIBE BEHAVIORAL HEALTH**

**DID YOU KNOW...** that every child will be faced with the decision to experiment with alcohol, tobacco or drugs?

People make decisions all day long. Some of these decisions, such as what clothes to wear or what to eat for breakfast, are easy to make and require little thought. However, some decisions are more difficult to make, such as whether to engage in substance use or what kind of career to pursue; these offer larger consequences. Just as adults are making decisions throughout the

day, children are also engaged in decision-making on a daily basis. Since decision-making is a learned behavior, it can become a habit. Therefore, it is increasingly important that we teach our children how to think about the possible consequences of their choices and to make decisions that lead to positive outcomes.

Given that children are generally more impulsive and less likely to think about the consequences of their actions, they often make poor choices. If quick decision-making becomes a habit, they are much more likely to continue with this type of behav-

ior throughout their lifetime. However, if children are encouraged to think out their decisions carefully and deliberately, they are much more likely to develop positive habits that stay with them forever. When a child learns to think more carefully about the decisions they make, they are more likely to make appropriate choices and less likely to engage in negative behaviors such as substance abuse.

A simple decision-making tool that can be introduced to children is the "Stop-Think-Go" model. Imagine a traffic stop light. The red light means "stop," where we

ask ourselves what the decision and possible problems are. The yellow light means "think," and is where we ask ourselves what are all the choices and the possible outcomes for each choice. The green light means "go" and do the best choice for the best possible outcome.

As is true with most things in life, practice makes perfect. The more a child is able to practice effective decision-making skills, the more likely that child is to engage in that behavior on a daily basis. Possible decision-making situations that can be addressed with children include:

- What would you do if a friend asked you to smoke a cigarette with them?
- What would you do if you saw some classmates drinking before a school dance?
- What would you do if a friend asked to copy your homework?
- How do you decide what sport to try out for in school?

*Source: Gilbert J. Botvin, "Life Skills Training" Prepared by T. J. Derwin, BS, CADC, through a prevention grant provided by the NorthCare/Pathways Coordinating Agency, 2013.*

# Caregivers a huge influence in keeping kids tobacco-free

**FROM SAULT TRIBE BEHAVIORAL HEALTH**

There is good and bad news about youth tobacco use. The good news is that youth rates are down significantly compared to years past. According to the 1997 Michigan Youth Behavior Survey, about 62 percent of youth surveyed reported that they had not smoked cigarettes on one or more occasions in the past 30 days ([www.michigan.gov/yrbs](http://www.michigan.gov/yrbs)). In contrast, 86 percent of the youth surveyed in 2011 said they had not smoked in the past 30 days. This downward trend continues as more adults and public places become smoke-free.

Unfortunately, we still have about 14 percent of youth using tobacco in Michigan. We know that 88 percent of adult smokers

began smoking before age 18. Therefore, as parents and caregivers what does this information mean to us? It means that we can be a huge influence on making sure our children do not use tobacco! It is often asked when and how parents should have "the drug talk" with their children. There should never just be one "talk." Talking to your child about drugs (including tobacco) should be woven into many, many conversations, and it's never too soon to start. Parents who smoke may avoid talking to their children about tobacco because they don't want to look like a hypocrite. This is understandable; however, there are many ways to phrase the conversation to assure youth that you want the best for them. If you do currently use tobacco,

it could also be an excellent opportunity for you to quit! Pulling from media stories or what is going on in popular culture can be excellent sources for conversations (e.g., "Did you see that baseball player chewing during the game? What do you think of that?"); asking children what they see at school (e.g., "Does anyone in your grade smoke? How do you feel about that?").

Additionally, don't underestimate your importance as a parent/caregiver. Some tobacco education and resistance skills are taught in school, but like anything else in life, practice makes perfect. You can practice these skills at home in order to help your child become more comfortable with refusing tobacco. Especially when

your children get into middle and high school, let them know that you can be their "out" (for example: "I can't even try a cigarette, if my mom smells it, I will be in big trouble").

We know that tobacco use is the leading preventable cause of disease, disability, and death in the United States. According to the Centers for Disease Control and Prevention (CDC), cigarette smoking results in more than 443,000 premature deaths in the United States each year. We also

know that if we can keep our youth from using tobacco while they are young, there is a good chance they will never pick it up past the age of 18.

For more tips on how you can help your children stay tobacco-free, check out these websites: [www.drugfree.org](http://www.drugfree.org) and [tobaccofreekids.org](http://tobaccofreekids.org).

*Prepared by T. J. Derwin, BS, CADC, through a prevention grant provided by the NorthCare/Pathways Coordinating Agency, 2013.*

## Traditional teachings held Jan. 24

Traditional practitioner Harlan Downwind speaks on traditional teachings at the Sault Tribal Health Center auditorium on Jan. 24 from 2 p.m. to 4 p.m. Everyone welcome. For Traditional Medicine Program information, call Anthony Abramson Jr., Peggy Hemenway or Laura Collins at 632-5200.

# LSSU Financial Aid Nights for high school seniors

High school seniors and parents interested in learning more about college financial aid and its availability will get the opportunity through LSSU's annual Financial Aid Nights.

Staff from LSSU's Financial Aid office will be visiting high schools around the Eastern Upper Peninsula and Northern Lower Peninsula throughout the month to talk to families. LSSU staff will discuss scholarships, grants, loans and employment programs

and will advise students how to apply for student aid. Emphasis will be placed on eligibility requirements, how to evaluate an aid offer, and how to complete the Free Application for Federal Student Aid (FAFSA) — all of which should be considered by students and parents, no matter which college the student will be attending. Participants will get an opportunity to ask questions.

In addition, on Feb. 9, 2014 LSSU and Sault Area High

School will sponsor a free workshop (MI College Goal Sunday) to help parents and students fill out the FAFSA, a requirement for any student seeking college financial aid.

Jan. 20, 6 p.m., Engadine High School

Jan. 22, 6 p.m., Rudyard High School

Jan. 23, 6 p.m., Newberry High School

Jan. 27, 6 p.m., Indian River High School

Jan. 29, 6 p.m., Pickford High School

Jan. 30, 6 p.m., LaSalle High School

Jan. 31, 2-5 p.m., "FAFSA FRIDAY" at LSSU Fletcher Center

Feb. 7, 2-5 p.m., "FAFSA FRIDAY" at LSSU Fletcher Center

Feb. 9, 2-4 p.m., College Goal Sunday at Sault Area High School

Feb. 14, 2-5 p.m., "FAFSA FRIDAY" at LSSU Fletcher

Center

Feb. 21, 2-5 p.m., "FAFSA FRIDAY" at LSSU Fletcher Center

Feb. 28, 2-5 p.m., "FAFSA FRIDAY" at LSSU Fletcher Center

Financial Aid Night contact information: Deborah J. Faust Director of Financial Aid, Lake Superior State University, 650 West Easterday Avenue, Sault Ste. Marie, MI 49783; dfaust@lssu.edu; (906) 635-2677.

# Exciting opportunity for students interested in research

American Indian high school juniors and seniors across the nation have until Feb. 15 to apply for opportunities in a summer research program at institutions throughout the country.

Called the Short-Term Research Experience Program for Under-represented Persons (STEP-UP), the project is sponsored by the University of Nevada Las Vegas and the U.S. Department of Health and Human Services National Institute of Diabetes and Kidney Disease. The project aims to expose American Indian students to the sciences of diabetes, endocrinology, metabolism, nutrition and obesity through eight to 12 weeks of supervised research experience. Further, a long-term goal is to develop a sustainable research education program for American Indian students that provide hands-on experiences with biomedical, behavioral and clinical research, prevention and outreach.

Students accepted into the program receive stipends and travel expenses are covered if needed.

Visit <https://stepup.niddk.nih.gov/hs.aspx> for details before starting applications.

All online applications and supporting materials must be submitted by Feb. 15, 2014, and

applicants can save and go back to their online applications once a log in account is created.

For more information contact-DeeJay Chino, MPA, program coordinator; American Indian

Research and Education Center, University of Nevada Las Vegas, 4505 S. Maryland Parkway Box 3064, Las Vegas, NV 89154, (702) 895-4003 or chinoe@unlv.nevada.edu.



From the DeTour Christmas Party: Dorothy Royer, Joan Shaw, Santa (Dale Bosley), Francis Hank, Lana Causley, Star Sky, in front, Lisa Burnside and Betty Woods.



Noah Leask of ISHPI, (above, right) with Chippewa County 4H Council president, Norma Osborn, is a key partner of the Chippewa County Proud Equestrian Program. Not only does he supply keen insight into several avenues of the program from his past experiences, but he also backed up those changes up by generously donating to the 2013 program year and committing \$5,000 to the 2014 program. It is with great appreciation that 4-H presents this plaque in recognition of his amazing contribution to our Proud Equestrian Program.

## Harrington completes Army basic training



Tribal member Patrick J. Harrington recently completed basic training at Fort Leonard Wood, Mo., and will graduate in the spring with his military police unit. He will seek a job in law enforcement as this is where his passion remains. His first career was in the medical field as he is a Jackson, Mich., college graduate where he earned a degree with honors and is a state board certified radiographer. We wish him great success. He is the son of Patrick and Renee Harrington and the grandson of Barbara Powers and Genevieve Allen-Owens and John Owens.

## Environmental Department holds December open house



Photo by Brenda Austin

The tribe's environment program held its annual Open House on Dec. 19. It was a chance to showcase the department's work to the leadership and membership as well as other tribal staff. New programs this year include the brownfields work, efforts to catalog and make cleanup plans for tribal properties with a past. Two tribal members are newly employed as brownfields coordinator and public involvement clerk. Left to right, Environmental Department GIS technician Nathan Freitas and Program Manager Kathie Brosemer show open house visitors, Sault Tribe senior budgeting analyst Jennifer Clerc and budgeting analyst Deren Derusha, the emergency planning maps that have been created for every site. This work is a collaboration of Environment's brownfields program and GIS lab, and the tribe's Emergency Manager Matt Carpentier.



# Pressure mounts against NFL D.C. mascot

BY RICK SMITH

The National Civil and Human Rights Coalition recently passed a resolution unanimously calling upon the owner Washington Redskins National Football League franchise “to change its team name and to refrain from the use of any other images, mascots or behaviors that are or could be deemed harmful or demeaning to Native American cultures or peoples.” The resolution further calls on local, state and federal governments to “disassociate themselves” from the franchise and end any form of preferential tax, zoning or other treatment that supports the franchise as long as it keeps the current name, mascot, imagery and associated behaviors promoted and practiced during games.

Representing a diverse body

of over 200 national organizations, the coalition is a key figure in every major civil rights law passed since 1957.

“This is not someone else’s problem, this is everyone’s problem,” said Wade Henderson, president and CEO of the Leadership Conference in a prepared statement. “Having an offensive slur for the Washington team name teaches young people to celebrate the denigration of people for being who they are. That has a damaging psychic impact on individuals, as well as on the entire nation. Changing the name is the right thing to do, regardless of how comfortable fans have become with it. And when Mr. Snyder does decide to put the slur away, I think he’ll discover a new market of consumers who recognize the dignity of all people and want to

honor that with the sports teams they support.”

Commendations were provided in the resolution for current and former government officials, media outlets and others already involved in encouraging the Redskins franchise to change the name of the team or have refused to be a part of promoting the current name. One example is even though the team is the Washington, D.C., franchise, the City of Washington has measures in place forbidding the team and franchise from basing any facilities within city boundaries.

Speaking on behalf of the National Congress of American Indians (NCAI), the executive director of the NCAI, Jacqueline Johnson Pata said Indian Country is glad to have the coalition onboard in this particular struggle

against the team mascot. “By recognizing the ongoing disparagement of American Indian and Alaska Natives and asking the NFL to change the name of the D.C. franchise, The Leadership Conference reconfirms its commitment to fighting for equal rights for Native peoples. Passing this resolution at their annual meeting further proves that the Leadership Conference is fully behind this work and NCAI is proud and happy to have them on our team,” she said.

In related developments, the Sault Tribe council recently passed an official declaration of opposition to the use of Indian mascots by sports teams.

In addition, council member Cathy Abramson is one of several leaders from Indian Country to voice opposition against the

Redskins issue on a short video posted on YouTube. Titled *Native Peoples Speak Out About Native Mascots*, the video leads off with Abramson introducing herself and features a half-dozen other tribal leaders including NCAI President Brian Cladoosby. After everyone gives self-introductions in the video, they make brief statements in a series of short segments. “Never in my life,” Cladoosby states, for example, “Has anybody come up to me and greeted me by ‘Hello, redskin.’ This is unacceptable and it has to stop.” Once all have spoken, the video concludes with another series where the participants state, “I am not a mascot.” Watch the video via [www.youtube.com/watch?v=xRribtdXGw](http://www.youtube.com/watch?v=xRribtdXGw) or [www.ncai.org/news/articles/2013/11/26/ncai-video-change-the-mascot](http://www.ncai.org/news/articles/2013/11/26/ncai-video-change-the-mascot).

# Malcolm High council brings Christmas joy to EUP youngsters in Sault Tribe Head Start

BY RICK SMITH

As part of its mission, the Malcolm Mavericks Tribal Youth Council of Malcolm High School in Sault Ste. Marie, Mich., endeavors to find needs, develop strategies and perform works within its capabilities to benefit people who need some kind of help. The council members recently exceeded their goal in a Christmas “adoption” of a youngster from a needy family in the Sault Tribe Head Start Program. The original intent was to see to it that one child would experience the joy of a traditional Christmas morning, but they managed to provide Christmas excitement for three children in the program.

By conducting a drive to amass returnable bottles and cans plus a three-day popcorn sale, the council raised \$150, more than enough to complete the project. After considering options in what to do with the extra funds, the council unanimously voted to expand the project and get gifts for two more children in needy families. Malcolm student advisor, Robert McRorie, quoted the council’s vice president, Owen Nolan, in expressing the general opinion of the council members, “We absolutely need to give as many children a great Christmas as we possibly can,” Nolan said. “Everything else can wait.”

The Malcolm Mavericks Tribal Youth Council expressed gratitude for the outstanding support in fundraising for the family adoption project. Great community involvement was noted during the can and bottle drive and many citizens of Indian Country donated bottles and cans for the council members to pick up while many others delivered donations to the school for the council.

One Sault Tribe member, who wishes to remain anonymous, came to Malcolm High School with a bag of gifts for the council to give to their adopted family. “Three other members of the community wrote checks or donated cash to the council to support the cause,” said McRorie. He also said the positive feedback in support of the popcorn sale from other students in Malcolm High School was phenomenal. “All students were on board buying up the popcorn, he added. “I believe the best part of the whole experience was getting to witness the school taking pride in the cause. He described student feedback on the project as overwhelmingly positive, reflecting pride and expressing encouragement.

“This group of students continues to amaze me with their concern and willingness to help others,” McRorie said.



The Malcolm Mavericks Tribal Youth Council engaged in a successful project to brighten Christmas for some children from needy families in Sault Ste. Marie this year. The project was more successful than the council originally anticipated. Seen here, some of the representatives of the council, clockwise from lower left, Dwayne Horn, Neal Pavlat, Owne Nolan, Weston Paulfrey, Brianna Hart and Haylie Bergstrom.

# Roy earns her child care development credential

Alicia Roy, an aide for the tribe’s Child Care Center in the Sault, recently earned a preschool child development associates (CDA) credential from the National Council for Professional Recognition on Dec. 16, 2013.

“Alicia is one of many Child Care Center aides who has been working towards this credentialing and she hopes to continue on with her education in the early childhood education field,” said Tiffany Menard, manager of the center.

Ms. Roy started working at the center on Jan. 27, 2012. Menard indicated she observed Ms. Roy’s confidence grow in interacting

with children. Nicole Ince, an instructor who works closely with Ms. Roy, credits the great job she does with children with her increased knowledge of early childhood education and knowing expectations for children.

Ms. Roy, reflecting on what she gained through her course, said taking her CDA classes taught her many different things about children’s developmental milestones and lesson planning. Having this knowledge really helps her enjoy the job because she has a better understanding of the children’s learning process.

“As Alicia’s supervisor I am proud of the initiative she has

taken in earning this credential,” said Menard. “It took a lot of time outside of working at the center to ensure that she had all of the training required by the council and she will need to continue her education in order to maintain this credential. It really has been a joy to watch Alicia become more relaxed and comfortable in her role as an early childhood educator and I look forward to seeing more growth as she furthers her education in the field and understanding of how important the role as early childhood educator is in regards to preparing children for future success in their education.”



Sault Tribe Child Care Center aide, Alicia Roy.

# A NEW YEAR, NEW OPPORTUNITIES FOR CHANGE

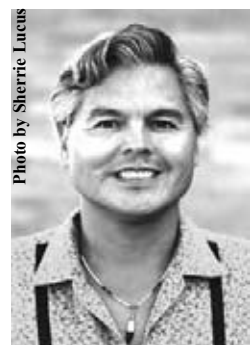


Photo by Sherrie Lucus  
Aaron A. Payment, MPA  
Tribal Chairperson  
"Representing All  
Members Everywhere"

When I ran to return to office in 2012, I had high hopes that change would follow. Sadly, gridlock on our Board has meant very little has been accomplished in the last year and a half. The *Elder Advisory Board* requested we move forward on the draft constitution, but Board Members who had served for over two years at that point admitted they had not even read the draft! This is discouraging given the Board four year salary is \$268,000! Several even played hookie during

these reviews and key budget sessions last year.

Recently, major cuts have been made under the pretense of "balancing the budget". After cutting hearing aides for Elders outside of the service area, abolishing retention incentives to retain doctors, and purging front line workers, some Members of the Tribal Board claim they knew nothing of these cuts when only the Board can make such cuts.

We have big issues facing

our Tribe that require qualified, skilled and dedicated elected officials who will have read the drafts and reviewed and actually understand budgets. Please take the time to carefully evaluate your elected officials.

Finally, my New Year's resolution is to continue to represent you to the best of my ability while earning my doctorate degree in 2014!

Chi McGwitch,  
Negee!

**NEW VOTER REGISTRATION  
DRAW CHANCE TO WIN  
\$1,000!**

Just call Sault Tribe Enrollment toll free at:

**800-251-6597**

to register to vote then, go to the following link to enter. It is really that easy!

[www.surveymonkey.com/s/2014STVoterRegistrationDrawChance](http://www.surveymonkey.com/s/2014STVoterRegistrationDrawChance)

## TRIBAL SURVEY DRAW CHANCE TO WIN 1,000!

### SURVEY PURPOSE

The following survey is intended to get your input on a few Tribal matters. The results are intended to help shape the direction of our Tribe. It takes just 5 minutes.

### HARD COPY OR ON-LINE

It is your choice. You can choose to fill out this newsprint copy and mail it to:

**Tribal Survey, 523 Ashmun St.  
Sault Ste. Marie, MI, 49783**

~ or take it on-line by typing the following into your web browser:

**[www.surveymonkey.com/s/2014STMemberSurvey](http://www.surveymonkey.com/s/2014STMemberSurvey)**

### ANONYMOUS & CONFIDENTIAL

Your responses are anonymous and confidential. In fact, your name is not even requested. However, submitting the first letter of your last name and your date of

birth will help in making sure only one survey is submitted per person. You will be asked for the unit in which you are registered to vote.

**NOT REGISTERED TO VOTE or don't know? Please call the Tribal Registrar at 800-251-6597.**

### \$1,000 DRAW CHANCE!

In order to be entered to win, you must complete the survey and get to the fi-

nal panel on-line which contains contest entry information. Then just click on a link to leave the on-line survey and enter the draw chance registry which is not connected to your responses.

If you fill out this newsprint hard copy of the survey, please send an email to me at:

**aaronpayment@saulttribe.net**

and I will send you the access code to enter the drawing.

~ Thank you!

The first letter of your last name? \_\_\_\_\_

Date of Birth: \_\_\_\_\_

What is your gender? [ ] M [ ] F

What is your Zip Code? \_\_\_\_\_

What unit are you registered to vote in for our Tribal Elections?

- [ ] Unit 1 [ ] Unit 2
- [ ] Unit 3 [ ] Unit 4
- [ ] Unit 5 [ ] Not Registered
- [ ] Don't Know

In general, how much do you agree with the "direction" of the Tribe:

- [ ] Strongly Agree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly Disagree
- [ ] No Opinion

The Chairperson is paid \$100,000 annually. Which response best reflects your opinion of this level of pay?

- [ ] Strongly Agree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly Disagree
- [ ] No Opinion

The Tribal Board of Directors is paid \$67,000 annually. Which response best reflects your opinion on this level of pay?

- [ ] Strongly Agree
- [ ] Agree
- [ ] Disagree
- [ ] Strongly Disagree
- [ ] No Opinion

Which amount do you believe the Tribal Board should be paid?

- [ ] \$100,000
- [ ] \$67,000 (current amount)
- [ ] \$50,000
- [ ] \$40,000
- [ ] \$30,000 or less

Which amount do you believe the Tribal Chairperson should be paid?

- [ ] \$200,000
- [ ] \$150,000
- [ ] \$100,000 (current amount)
- [ ] \$75,000
- [ ] \$67,000 or less

The current wage and salary system for the Tribe rated all positions against like-sized organizations and standard job descriptions. The result was that about 1/3 of the employees were found to be underpaid and were then raised to the minimum.

Next Column →

Another group of employees were found to be paid "over the maximum" of what the market indicates what their position should pay. Some individuals whose salaries are more than \$100,000 are paid over \$20,000 beyond what the market says they should be paid. If those "over the max" were reduced to the maximum the savings would be \$800,000.

What action do you think the Tribal Board should take?

- [ ] Immediately, lower those who are over the max to no more than the max.
- [ ] Lower those who are over the max to be no more than 10% over the max.
- [ ] Do nothing

Given the possible "conflict of interest" or "personal interest" with the Tribal Board of Directors voting on their own salary, **do you think the Tribal voters should be permitted to vote via Tribal Referendum** during the 2014 election to set the Chairperson and Board salaries?

- [ ] Yes
- [ ] No
- [ ] Don't Know

In 2010, a Tribal Constitutional Amendment separated the Chief Executive Officer administrative functions from the Tribal Chairperson position. **If you voted on this amendment, how did you vote?**

- [ ] I voted NOT to separate the Chair and CEO functions
- [ ] I voted to separate the Chair and CEO functions.
- [ ] I would rather not say how I voted
- [ ] I did not vote

The amendment to separate the Chairperson and CEO functions is interpreted by some Tribal Board Members to mean that the **Chairperson HAS ABSOLUTELY NO AUTHORITY** outside of chairing an official meeting of the Board of Directors [unless the Board so delegates additional authority].

**If you knew the above information then, how would you have voted for the amendment?**

- [ ] I would have voted to APPROVE the amendment anyway
- [ ] I would have voted to DISAPPROVE the amendment
- [ ] Don't know

The United States form of government includes a separation of powers with the Executive (President); Legislative (Congress); and Judicial (Courts) branches serving in a system of "checks and balances" to ensure no one branch of government is all powerful.

Next Column →

How would you describe our Sault Tribe form of government?:

- [ ] **We have** a system of checks and balances with a separation of powers in all three branches of government
- [ ] **We do not have** a system of checks and balances with a separation of powers in all three branches of government
- [ ] I do not know

How important is it to you that our Sault Tribe government have a system of checks and balances with a separate Executive (Chairperson or Ogema); Legislative (Tribal Board of Directors); and Judicial (Tribal Courts)?

- [ ] Very Important
- [ ] Somewhat Important
- [ ] Not Very Important
- [ ] Not At All Important
- [ ] No Opinion

In the upcoming 2014 Tribal Elections, **will you vote to re-elect a current Member of the Tribal Board who OPPOSES** allowing you to vote on a new constitution with a separation of powers with an independent Tribal Court and separate Executive and Legislative branches of government?

- [ ] Yes
- [ ] No
- [ ] Don't Know

The current judicial system in the Sault Tribe government includes judicial staff like a judge, appellate court and prosecutor who are hired and fired by the Tribal Board of Directors.

**Do you feel the Tribal Board of Directors should be able to hire or fire the above mentioned judicial staff?**

- [ ] Yes
- [ ] No
- [ ] Don't Know

In 2005, the Tribal Board of Directors voted to create a Constitutional Convention Committee to look at possible amendments to the current Tribal Constitution. After two years and nearly \$500,000 in expenses, the Committee completed their work in 2007 and recommended that the Tribal Board move forward with preparing the final document for a vote of the Sault Tribe Membership.

Five years later, in August 2012, the Tribal Board voted to conduct a final review with the original Committee, the Tribal Elder Advisory Board and the Tribal Board and prepare the final document for implementation and vote. This effort concluded in April of 2013.

Next Column →

At this point, what is your opinion of what the Board should do?

- [ ] The Tribal Board should immediately put the draft series of Constitutional Amendments out to a vote of the people
- [ ] The Tribal Board should vote to abandon the process
- [ ] Don't know

Some Board Members have insisted that the Members do not value or prioritize preparing a set of amendments or new constitution. Some insist you do not care or are satisfied with the current constitution as it is written?

**Please check the option below that best represents your opinion:**

- [ ] I do NOT feel it is necessary to continue with the project at all
- [ ] I do NOT feel a revision to our constitution is important at this time
- [ ] I have some interest in amending our Tribal constitution
- [ ] I feel it is VERY IMPORTANT to amend our Tribal constitution in order to have a system of checks and balances like the U.S. Constitution.

Regarding the Constitutional Amendment project and the up-coming Tribal Board elections, please check all that you agree with:

- [ ] I feel strongly about being able to vote on a new constitution or amendments with a separation of powers.
- [ ] I WILL NOT vote to re-elect a Board Member who refuses to allow Tribal Members to vote on a new constitution
- [ ] The issue of voting on a new constitution is not important enough to me to affect how I vote for a Board Member

The 2007 draft constitution as prepared by the Constitutional Convention Committee recommended creating three new "At Large" election districts. The 2013 revised final draft identified one "At Large" election unit. Either option, would allow Members who live outside of the current five unit service area in the Upper Peninsula of Michigan to vote on their own Tribal Board representative.

**Which choice below best represents your preference?**

- [ ] I support either 3 or 1 New "At Large" Election Units
- [ ] I support creating 1 new "At Large" Tribal Board Representative
- [ ] I support creating 3 new "At Large" Tribal Board Representatives
- [ ] I do not support creating any new "At Large" Tribal Board Representative (s)
- [ ] Don't know

~ Thank you for your input & time!

# Moving the tribe forward in 2014



**Keith Massaway, Director, Unit III**

the right direction. In this day and age, people are seldom optimistic but looking forward to the next year, it can be a great year.

Some of the keys to watch for are: hiring a Human Resource director who will stabilize and streamline the extremely complicated and sometimes contradictory hiring processes; working within the approved budgets to optimize what the tribe can do for its members; getting the Lansing casino project on the path to getting the land into trust; working to make our businesses efficient and a much better place to work; and showing our employees everywhere that we haven't forgotten about them and that this tribe would not be as successful as it is without their hard work and dedication.

Thank you for the phone calls, emails and holiday wishes.

Keith Massaway, 702 Hazelton St., St. Ignace, MI 49781, kmassaway@msn.com, (906) 643-6981.

I hope everyone had a wonderful holiday and I am looking forward to 2014, 2013 was a year of uncertainty. Now, we are poised to move forward in all our projects and tribal activities. We look forward to a better year for our businesses and more secure funding from the federal government. The indicators are all moving in

## Beginning Ojibwe language classes

The Cultural Department is pleased to announce language instructor Leonard Kimewon starts beginning Ojibwe language classes Monday evenings, 5:30-7:30 p.m., in the Ojibwe Learning Center and Library on Ashmun Street in Sault Ste. Marie. The classes start at the very basics of learning Anshinaabemowin and build each week. All are welcome. We hope to see you there. For more information, call 635-6050.

## SAULT STE. MARIE TRIBE OF CHIPPEWA INDIANS BOARD OF DIRECTORS 2014 CALENDAR

January 14**	Newberry	January 28**	Sault Ste. Marie
February 4	Sault Ste. Marie	February 18	St. Ignace
March 4	Sault Ste. Marie	March 18	Manistique
April 8**	Kincheloe	April 22**	Munising
May 6	Sault Ste. Marie	May 20	Naubinway
June 3	St. Ignace	June 17	Escanaba
July 1	Sault Ste. Marie	July 15	Manistique
August 5	Kincheloe	August 19	Marquette
September 2	Sault Ste. Marie	September 16	Munising
October 7	Sault Ste. Marie	October 21	St. Ignace
November 4	Sault Ste. Marie	November 18	Hessel
December 2	Sault Ste. Marie	December 16	Sault Ste. Marie

Per the Constitution and Bylaws, Article 1 – Meetings of the Board of Directors, Section 1: .....provided that at least one meeting per year shall be held in each of the five election units established pursuant to Article V, Section 1 of the tribal constitution.

General meetings of the board of directors are held the 1st and 3rd Tuesdays of the month with the exception of the months of January and April.\*\*

All general meetings start at 6 p.m. All Sault meetings will be held at the Kewadin Casino and Convention Center, other locations to be announced. All special meetings will be announced.

For information, call Joanne or Tara at the Administration Office, (800) 793-0660, ext. 26337 or 26338.

## Protect your health - test for radon gas

WASHINGTON – As Americans across the country look for ways to improve their health this New Year, the U.S. Environmental Protection Agency (EPA) is highlighting radon testing and mitigation as a simple and affordable step to significantly reduce the risk for lung cancer. Radon is a natural colorless, odorless radioactive gas, and is

the leading cause of lung cancer among non-smokers, but testing for radon and reducing elevated levels when they are found can make your home healthier and safer.

All homes with or without basements should be tested for radon. Affordable Do-It-Yourself radon test kits are available online and at home improvement and

hardware stores, or you can hire a qualified radon tester.

EPA recommends taking action to fix radon levels at or above 4 picoCuries per Liter (pCi/L).

Information on how to test, find a qualified radon professional, obtain a test kit or contact your state radon office is available at <http://www.epa.gov/radon> or by calling 1-800-SOS-RADON.



## 2014 SAULT TRIBE Chairperson's CALENDAR

# JANUARY

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<p><b>Happy New Year!</b></p>		<p><b>NEW YEARS DAY</b> Holiday</p>	<p>8am Signatures 10am-12pm Team Member Office Hours 3pm Gaming Authority Meeting 5pm - Tribal Board Special Meeting ~ Sault 6-8pm-Marquette Elders</p>	<p>8am Signatures 10am Budget Team 1pm BIA FY2016 Budget Priorities Work Group</p>	<p>9am Leave for EL Travel Day to DC</p>
<p><b>WAN</b> 6</p> <p>1:30pm-4:00pm NCAI CSC Workgroup Prep Session with NIHB 4pm - Inland Conservation 4-6pm Munising Elders</p>	<p>10am - Budgets 10:30am Semi-Annual Reviews 12pm - Lunch 1pm - Semi-Annual Reviews 3pm - TBOD Meeting Agenda Review</p>	<p>2pm NCAI Conference Call 12-1pm Sault Elders 12-2pm Manistique Elders 4:05pm Leave DC</p>	<p>8am Signatures 9am Audit Committee 10am Tax Committee 12pm Arrive in East Lansing 3pm Meet with Mayor Bernero 4pm Casino Expansion-related Meeting 1 5pm Casino Expansion-related Meeting 2</p>	<p>12-1pm St. Ignace Elders 9am Meeting at MHSDA 12pm Return to EL 12-5pm Drive to Sault 7pm CCDP Event</p>	<p>8am-6pm DISSERTATION WRITING</p>
<p>8am-4pm BIA Budget Priorities Worksession 4pm Schedule Hold</p>	<p>10am Workshop: Legal/Budgets/HR 12pm Lunch 1pm Afternoon Workshop 3pm TBOD Meeting Agenda Review 5pm Membership Issues 6pm TBOD Meeting ~ Newberry</p>	<p>8am Schedule Hold 8am-4pm Govt. Financial Reviews</p>	<p>8am Signatures 9am Audit Committee 10am Tax Committee 12pm Gaming Expansion 2-5pm Drive to Escanaba 5:3-7:30pm Escanaba Elders 7:00pm Return from Escanaba</p>	<p>8am Signatures 9am Budget Team 10am BIA Budget Priorities Conference Call 10am Drive to Newberry 11am-1pm Newberry Elders 1pm Return from Newberry</p>	<p>8am-6pm DISSERTATION WRITING 3-5pm Cheboygan Members Meeting</p>
<p>8am Signatures 9am Member Services Monthly 10am Executive Director Monthly 11am CFO Monthly 1pm Law Enforce/Natural Resources 2pm Legal 2:3pm Legislative/Planning/Budgets 3:3pm Gaming Commission Executive 6pm - Great Lakes Conservation</p>	<p>10am Workshop: Legal/Budgets/HR 12pm Lunch 1pm Workshop 3pm TBOD Meeting Agenda Review</p>	<p>8am Signatures 12:3pm Tribal Census Meeting 3pm Division &amp; Program Directors</p>	<p>8am Drive to Petoskey 11am CORA- Petoskey, MI 3pm Return from Petoskey</p>	<p>8am Signatures 10am Budget Team 1pm Team Members Office Hours 3pm Tribal Members Office Hours</p>	<p>8am-6pm DISSERTATION WRITING</p>
<p>8am Signatures Direct Reports/Oversight 9am Fisheries Direct Report 10am Law Enforcement Direct Report 11am Environmental Direct Report 1pm Legislative Direct Report 2pm Signatures 3:3-5pm Casino Financial Reviews</p>	<p>10am Workshop: Legal/Budgets/HR 12pm Lunch 1pm Afternoon Workshop 3pm TBOD Meeting Agenda Review 5pm Membership Issues 6pm TBOD Meeting ~ Sault</p>	<p>8am Signatures 9:30am-4:00pm NCAI Executive Committee 2pm CLMCA Community Action 4pm Schedule Hold 5pm Drive to Naubinway 6:3-8pm Naubinway Elders 8pm Return from Naubinway</p>	<p>8am Signatures 10am Team Members Office Hours 12pm Tribal Members Office Hours State of Indian Nations Address 2013 Environmental Award</p>	<p>8am Signatures 10am Team Members Office Hours 12pm Tribal Members Office Hours Notice of Election is Posted Election Officially Begins</p>	

# It's been 42 years as a tribe: Reform needed



**DJ MALLOY,  
DIRECTOR, UNIT I**

This year will mark 42 years since the Sault Tribe was granted federal recognition. The Original Bands of Chippewa Indians traveled to Washington, D.C., in 1972 seeking recognition and were successful in placing land into trust in March 1974. Next year, our 1975 Indian Reorganization Act Constitution will be 40 years old. As you all know, it is a federal template that sets up the

governance of tribes in the same fashion as corporations. This kind of suppression was one last ditch effort by the feds to keep tribes from operating as true individualized governments.

In 2005, our tribe began a push toward constitutional reform. Our goal was to identify our own governmental structure and eliminate the parental type oversight the BIA has in so much as we must ask permission to change any, and every, little thing we set out to accomplish. 2013 looked as if it may finally be the year where our tribal government and its citizens would have a document that reflected our own ideas on governance. This document was to set up a form of government that provided for the right of our people to petition the government for change and would also create an independent court system that would have been charged with interpretation of the constitution, instead of the board of directors. Those hopes were dashed by a

great division of thought and support within the board.

With high hopes for the winds of change to blow in 2014, I was more than disappointed when our first meeting of the year started out with a slap in the face to the membership. It seems the board has found a new way to stymie a meeting and dismiss the membership. How? Just vote 'no' on the agenda and call for adjournment of the meeting. It puzzles me why anyone would vote to do this when there are several options available if you are in disagreement with one or all of the actionable items on the agenda. The board always has the option to a) not motion at all on any item and it dies for lack of support; b) table the item indefinitely or to a time certain; or c) vote 'no.' The obstructionist mindset to just not approve an agenda baffles me, and is a first in our government's history.

As if that were not enough, the board then voted "no" to allow

the membership to speak at that meeting. They also voted "no" to allowing the board members to address the audience. The only "yes" vote came in a motion to adjourn. Why? Because, I can only assume, they did not want to hear from the employees, or their families, as to the effect of the job cuts made in the casino 2013 budgets just before Christmas. (Which, by the way, were done in violation of the budget mod policy, the hiring policy, the wage policy, and without coming to the full tribal board for a vote on each. Also noteworthy is the fact that once again the board budget and board member wages came out of the process unscathed!)

This is not good governance. At the very least, our people deserve to have a voice. We are still a representative form of government. The board should have sat and listened to the impact they have on people and their lives. Nothing says "Kewadin Cares" more than telling people, "We

don't want to hear it! Your voice doesn't matter. We're done here. You're dismissed. Go home."

I apologize for the tone of this report. I am still angry and find it difficult to be tactful or diplomatic when the people have been so mistreated and discounted. If ever there was has been a harbinger of need for constitutional reform that reduces the ability of this board to play "The Great and Powerful Oz," this is it! Until there are reforms that pull back the veil of power, the board will sit behind the tribal board curtain, manipulate the levers, bark orders, strike fear into the people, and continue to rule over the "kingdom."

As always, I welcome your input. If you have questions or comments, please feel free to contact me at [dmalloy@saulttribe.net](mailto:dmalloy@saulttribe.net) or call (906) 440-9762.

Respectfully,  
DJ Malloy

## Listening, planning and finding the right path



**JENNIFER MCLEOD,  
DIRECTOR, UNIT I**

is time our tribe had a plan. The time for crisis management is long past, and a vision needs to be brought forward to ensure that future generations of our people are considered and taken care of, it is our way.

It is not dependent on just one person to make such a plan. It is not up to the chairman. It is not dependent on just the board of directors either. Nor is it dependent solely on the citizens of our tribe. I believe it takes all of us to find the right path. It will be a very difficult time, but the process itself should not be. It's an easy task in some ways, requiring one important skill: LISTENING.

Listen for the "good," not the "hate." Listen to the small voice with a good thought, not the loud voice with no thought at all. Listen to suggestion, not accusation; for help, not hurt. Listen for the guidance of the Creator, it comes quietly, almost in a whisper and sometimes in the words of a child, if you pay attention, and really listen, you will hear it.

Recently, I listened to the voice of a child and realized that our tribe had no law in place regarding bullying. I recalled the many times as a teacher, when I held a child as he or she cried because of the cruelty of bullying. I knew that schools, cities and even President Obama addressed this act of violence that can destroy a life, and yet I discovered that our tribe had not. And so as I wrote in my last article, I researched, and wrote the following legislation and was so grateful that it passed unanimously on our Dec. 17, 2013, board of directors meeting:

*"Whereas, it is necessary to ensure for the perpetuation of our Anishinaabe way of life, and the teachings of the Seven Grandfathers, and*

*"Whereas, the Sault Ste. Marie Tribe of Chippewa Indians recognizes that bullying is a pervasive problem that can have negative consequences for our tribal communities and for the right of our citizens to live in a safe environment without fear, and*

*"Whereas, bullying is comprised of direct behaviors such as words, conduct, social media publication, that are initiated by one or more individuals against an individual, as well as indirect behaviors such as spreading rumors and acting in other ways to cause a person to be socially isolated through intentional exclusion, with all such behaviors, direct or indirect, amounting to physical or psychological intimidation occurring repeatedly over time to create an ongoing pattern of harassment and abuse; and*

*"Whereas, bullying for too long has gone unchallenged in our communities, and*

*"Whereas, those who stand by passively watching or actively encouraging bullying are also affected by these hostile acts;*

*"Therefore be it resolved, that the Sault Ste. Marie Tribe of Chippewa Indians support policies and programs that address the prevention, intervention, and elimination of bullying; and*

*"Resolved, that to bring about an atmosphere of zero tolerance*

*for bullying behavior, and an attitude that bullying behavior is unacceptable and will not be tolerated in our communities, enterprises, homes, schools, playgrounds or any place within our tribal jurisdiction; and*

*Be it finally resolved, that the Sault Ste. Marie Tribe of Chippewa Indians hereby directs that legal code be drafted by tribal legal staff within 14 days of this resolution. (NOTE: Amended to 45 days)."*

It has been a sad reflection on our tribe, that there are those who wanted the politicians exempted from this law. It is sad that this same politician has been attempting to smear my motives, and otherwise discredit a law that is good, just and needed. Anti-bullying laws do not interfere with anyone's "freedom of speech." If they did, there would be no anti-bullying laws anywhere! So, I choose to listen for the "good," not the "hate;" Listen to the small voice with a good thought, not the loud voice with no thought at all; listen to suggestion, not accusation; for help, not hurt.

Like the freighter that was stuck in the St. Mary's River, I am moving forward. Sequestration cannot keep me in one place, nor will the hate-filled Internet posts, texts and emails I receive. Listening to the "good," I am acting on what our people told me when I was running for office. I have recently met with, and have been listening to members who have "suggestions." Listening to our people, I have already begun to work on plans that focus on education, employment and ways to support our way of life.

This New Year is looking better and better. Chi-Miigwech to all of my supporters, and to those who are truly interested in moving our tribe forward. Please keep sending me your thoughts and ideas!

Anishinaabe gagige  
(Anishinaabe for always)!

Jennifer McLeod, (906) 440-9151, [JmcLeod1@saulttribe.net](mailto:JmcLeod1@saulttribe.net) or [jennifer.mcleod.2012@gmail.com](mailto:jennifer.mcleod.2012@gmail.com)

## Efficiency audit completed



**DENISE CHASE,  
DIRECTOR, UNIT IV**

I would like to wish a happy and healthy new year to you and your families. Director Morrow and I were busy throughout the month of December, attending all the Christmas events. We worked on and organized two children's Christmas parties

along with Viola Neadow. The children had a great time, they ate pizza, chips and cookies. They saw Santa Claus and his elves and received a gift and a candy cane. They really enjoyed themselves, it was so nice to see their little smiling faces as they told Santa what they wanted. Chi megwech to all the volunteers who helped out at both parties, I am not going to try and list names because I do not want to leave anyone out.

Marquette elders organized their children's Christmas party at NMU, I heard they had a successful party also. Megwech for all their hard work. We attended the Escanaba and Manistique area elders Christmas dinners. The dinners were really nice, Escanaba's was at the Chip Inn

Casino and convention center and Manistique's was at the tribal center and catered by Manistique casino. Both elder groups had a good time visiting and ended the night with door prize drawings. Marquette had their holiday dinner in November, directors Carr-Anderson, Morrow and myself attended, everyone had a good time visiting and they also ended the night with door prize drawings.

**Casino efficiency audit**

The tribe recently paid over \$130,000 to hire Innovative Gaming Solutions (IGS) to conduct an efficiency audit on our five casinos. In the first round, they audited three areas: food and beverage, Kewadin market-  
*See "Efficiency audit," pg. 21*

# Keeping balance, picking battles and remaining constant



LANA CAUSLEY, DIRECTOR, UNIT II

Aanii, its a new year and new moon for our people. Many items have been addressed this past year and I would like to touch on a few important ones.

We created our Tribal Action Plan group and many staff and community members completed the process of holding community forums and focus groups throughout our areas.

The information has been gathered and an update has just arrived from our staff that we will be working on the final action plan to implement. Miigwech to all of the members and staff who made this a completed goal to go out for input and involvement.

We purchased the access fishing site in Epoufette. Many challenges came with that, but I'm very happy to report our staff worked diligently to secure over \$500,000 to upgrade and prepare that property for fishermen. We had some disheartening set backs at first, but this is moving forward and is on track for 2014.

We're gathering information and requested that our Unit II area and other outlying areas provide access to clinic hours, prescription pick up and lab work be done in our outlying areas again. This was completed in the last quarter of the year and I'm thankful to the health staff and board members that supported this for our outlying memberships needs.

We created a committee of members and staff to go over our draft constitution, in the end it does not seem that all can agree on the document in its entirety.

Therefore, we have a direction and commitment from most of

the board that we will focus on amendments for 2014. I stated at the start of this project that this was the most productive way to go and it seems that we can all set priorities on amendments we need and would like to see.

I'm committed to making changes one by one, so we are not confused and each and every change has an opportunity for your input and direction.

This past year we reestablished our Anishinaabe Cultural Committee. I've spoken about it in past reports. We have met and discussed with our department and community members the needs our people have to access for cultural teachings, goals for healing our communities and a vision for the future.

It's been a very humbling position to be part of this time and I'm excited to be part of the department and community's thoughts.

The department and tribe have implemented some major changes that will educate our ways to new team members and an ongoing commitment to introduce all our new staff as to our tribe's history and some of our ways. Sometimes, I spoke to people and they didn't even know they worked for a tribe! It's unique and a government of its own, I'm very happy that we have an orientation process put in place to educate about our history and our ways.

We have also been notified that we have a continuous problem with seeking out fluent speakers to teach our Ojibwa language, I'm proud to say that our Cultural Department has plans for the new year to seek out speakers in a different kind of way — we will seek speakers who have expertise for each community to go out and introduce our language.

We've had extreme difficulty in hiring one fluent speaker for the department so they have come up with a different plan to assist in our keeping of the language alive. It's good and I'm excited to see this goal for our tribe.

All of our committee meetings are open to all members and encouraged to attend. We have requested a spot on our official website to advertise the times and places for each meeting as after winter we will again be traveling

to all areas. We are still in need of committee members so please, if you are interested, contact Tara Benoit or Clarence Hudak for information. (906) 635-6050.

Sequestration discussions where very painful and affected our 2014 budgets. We met many hours to focus on keeping services and reducing where it would least affect us. Any change is hard and keeping up with the increase in need versus the reduction of funding is not an easy task. It will be an ongoing process and priority for me will be to keep our most needed services intact. This year will bring new challenges through the budget process but keeping debt down and services will be the goal for me.

We completed our team member surveys, I'm hoping that our team members are seeing some significant and positive changes from this, as I stated in my last reports, we have goals and timelines for changes to be made from management. Contact me and other board if you are not seeing noticeable changes, this was a serious endeavor for our board and team members so we need to keep hearing from you. We have many areas to improve, it's an ongoing process and lots of items to address. I'm committed to this, so be vocal and always discuss with your chain of command the areas you want to see changed. I will be asking for this information throughout the year and an update on any suggestions made.

The Lansing project has been interesting and is on track as expected. We had good news this past month that we're now able to move forward in placing the land in trust. This will be a lengthy process and the court and state will stall us as we expect. We have a good legal argument and it's ongoing as stated in many past reports. We still have much work to do but as long as we remain constant, consistent and protect ourselves at every turn, we can see the goal. I'm still as skeptical as in the beginning but pursuing for diversity and additional revenue for our tribe. Very watchful!

We completed our analysis on our restaurants and marketing department, we again made painful reduction and inside a recent

update from management our numbers improved to the tune of about \$250,000 in savings and increase combined.

We also made reductions in our overall casino operations at the end of the year. We eliminated positions and departments within the casinos. This again was an extremely hard decision as a few team members had many years in our operations. There are so many rumors and ugly words being said about the recommendations and decisions made but, in the end, we have significant concerns about our lack of revenue in our casinos and recommendations came with a suggested savings of \$500,000.

Changes are hard and we recently had to pay a \$25,000 penalty as well as place \$2 million on our loan due to NOT making our projections from the businesses. These are serious concerns and when owning a business many factors and choices have to be made. The outcome does not fall on one person's shoulders, our economy, lack of reductions in past and stagnant operations are all a firestorm. I hated making the reductions but sitting on a Titanic is not healthy and is not an option for me, as my responsibility for all people of our tribe has to be my main concern. Any business needs changes, cost savings and actions to increase revenue. I made the hard decisions and will continue, as I always have, to secure our future. I want to acknowledge and thank the dedicated team members who were affected; no words can ease what you feel, as I have heard from you I appreciate your dedicated work for our tribe. I hope that you can understand the difficult times and choices that have to be made.

One last comment about our financial health is the obligations we agreed to and MUST abide by, is our responsibility toward debt. Our payments and reductions toward that for 2013 is a total of \$163,000 on our loan for Manistique and Munising tribal centers and \$9 million toward the Gaming Authority debt.

With all the politics and mis-truths that are thrown around, it's sometimes not an easy task but keeping balance, picking battles and remaining constant on the best interest for the future is my prior-

ity. Factual communication is the key for leadership, it's easy to sit back and vote 'NO' on extremely hard decisions but leading our way to savings and financial sustainability comes with very tough choices.

Our powwows throughout the summer season were amazing. Miigwech to all the committees that made them all possible in the different communities. It's hard work and a thankless job most of the time, but you made memories and a difference to us that is one of our truest connections. Miigwech!

In the most recent past was the organizing and success of our children's Christmas parties, it was such a good time for our children. Miigwech to the volunteers in Newberry, Hessel, DeTour and Engadine. The ladies (grandmas) put so many hours into this and the smiling faces at our parties proved it made a difference in their holiday.

In closing, I would like to say miigwech to all our community members and staff who assist in our tribe's successes throughout the year. We have many more irons in the fire and everyday struggling within our tribe and at the national level but all we know is to push on and that's what we must do. So many of you call and give advice and input that I appreciate and respect. I have so many different irons in the fire with individual staffing concerns, proposals that individual members would like to see, good, positive thoughts and ideas on our future that I will work toward throughout this coming year. There are many more board items I could discuss but wanted to give you a brief summary of those on the agenda throughout this past year. With all the changes, reductions and plans for our future we must keep in mind that it's a daily struggle in Indian County, all the Indian nations face our same problems and hurdles, we just have to keep honest, keep focused, keep working toward good things for the people, keep our traditions and push on.

As always, if you want to meet or talk with me, contact me at lcausley@saulttribe.net, (906) 484-2954 or 322-3818.

Baamaapii,  
Lana Causley

## Tribal casinos efficiency audit completed, 2 percent funding allotted

**From "Energy audit," pg. 20** -ing and Human Resources. IGS presented the board with an executive summary and operational findings. What was identified in their written action plans were priority levels, areas of concern, risk and recommendations. The COO of our five casinos meets with the board of directors twice a month to report on his action plan, time-line and how he is going to implement the recommended changes to improve all five casino operations.

Any workforce decisions and seasonal cuts are being made by the COO of Kewadin Casinos. The board is not involved in making the reductions. We approved the 2014 casino budget, not operational changes. The tribe has never made the necessary adjustments that could fix how our casinos run. It was also identified that the tribe has grown into a corporate-sized business that we

are trying to run mom and pop policies and procedures. We paid for an outside audit that found many areas of concern (Most of the board already could identify the same ones). So we need to let the COO move forward on implementing his action plan.

### Fall 2 percent short term distributions

Under the current agreement with the State of Michigan for gaming revenue sharing, 2 percent of the tribe's gaming revenue is set aside and made available to local units of government as determined by the Sault Ste. Marie Tribe of Chippewa Indians. Director Morrow and I reviewed the fall 2 percent short term applications and selected a variety of projects throughout our unit. The 2 percent funding amount available for projects selected below was \$61,997.90.

Distribution: Rapid River Schools, Dale Thomas Center,

\$7,804; Big Bay de Noc School, C.U.P. baseball, \$2,000; Manistique Area Schools, Native American education, \$3,558.78; Ishpeming School District, Title VII, \$3,558.78; Escanaba Schools, Title VII, \$3,558.78; Gladstone Area Schools, Title VII, \$3,558.78; Bay College, YMCA, \$5,000; Manistique High School, pool, \$1,000; Schoolcraft County, Christmas baskets, \$3,000; Nah Tah Wahsh Public, community/tutoring meeting School Academy Place/Willow Creek, \$25,400.

There was not enough 2 percent available to fund all projects. Projects are awarded funding based on a number of factors, the availability of funds at the end of each 2 percent cycle, the project merit and the potential benefit to communities. There may be other factors considered as well as project sustainability.

I mentioned in the last report

that there was a long term 2 percent agreement that had expired and the board would be having a discussion at a workshop to decide if the funding would be distributed evenly among the five units. The outcome of the vote was a majority of the board members didn't agree with dividing the funding evenly among the five units.

During my various conversations with constituents calling for services, I found out that most were not aware of the new/allowable deductions that they could use to deduct from their gross income while applying for the USDA food commodities program.

If you applied before for USDA food commodities and were denied, there have been some changes to the program which now allows the following deductions and income guidelines.

— Day care and child support: Deduct full amount of what is paid out of pocket.

— Shelter/utility: \$400 allowable deduction, no matter what out of pocket expense is.

— Medical expense: Out-of-pocket expense in excess of \$35 for elderly and disabled.

These are the current income guidelines since Oct. 1, 2013: Family size/monthly income: 1/\$1,110; 2/\$1,445; 3/\$1,780; 4/\$2,126; 5/\$2,489; 6/\$2,852; 7/\$3,187; and 8/\$3,522

Sault Tribe USDA food applications are available at all Sault Tribe satellite offices or by calling the following telephone numbers, to have one mailed to you: Sault Tribe USDA, 635-6076 or (888) 448-8732; Manistique ACFS, 341-6993 or (800) 347-7137; Escanaba health office.

Thank you,  
Denise Chase, vice chair, (906) 322-3819, dchase@saulttribe.net

# IGS casino audit: tribal politics a deficiency



**DARCY MORROW, DIRECTOR,  
UNIT IV**

I would like to wish everyone a happy new year. December was a busy month for myself and Director Chase with all the Christmas events. All of our elders committees had their annual holiday dinners; each event had a fantastic turn out. It was so nice

to see all of the familiar faces and many new additions to the events. The annual children's Christmas parties took place in Escanaba and Manistique. Thank you to the Marquette elders for holding their annual children's Christmas party. Director Chase and I would like to say thank you to all the volunteers who helped us make each of these parties a huge success. It has been great to watch the families grow throughout the years of working the Christmas parties. I enjoy watching grandmas with their grandchildren at the parties, I remember those same grandmas coming in with their own children years before.

The board has been holding Gaming Authority workshops with Tony Goetz, COO, twice a month to go over the results of the IGS audit and other areas of improvement and/or cost savings he has identified. Several weeks ago he made us aware of identi-

fied savings and implemented his plan. The board didn't take a vote on his identified savings; he was making us aware of changes that would be taking place. And he followed through with the changes. On Dec. 17 at the Gaming Authority meeting, Tony made the board aware of other identified cost savings and he would be implementing his plan just like he had done several weeks before. At this same meeting, the Gaming Authority did pass the 2014 casino and capital expenditure budgets. Before Tony implemented his plan some board members wanted a special meeting called; one said it was because she didn't know what she voted on and had questions. What made this identified cost savings any different then the one Tony implemented several weeks ago? We meet with Tony twice a month for Gaming Authority workshops, it is individual board member's and the

chair's responsibility to attend these meetings to be informed.

Several emails went back and forth on whether the chair was going to call a special meeting or not. My question was why would you call a special meeting when only five board members requested one? The unfortunate part was the chair called a special meeting, hyped it up and gave team members false hope. The difference between this reduction from the one Tony implemented several weeks earlier without a board vote was that this cost savings included an immediate family member of a Unit I board member. It was amazing how quick certain board members wanted to call a meeting to stop the decision of the COO, wouldn't this be considered micromanaging? The IGS audit contained the following statements for the board, "During our audit, it was seen

regularly board members using their positions to inject their personal wants, needs or desires into the way different departments are running." And, "there is no secret politics is a part of your operational deficiencies." This has been reported to us by an outside audit company. It is time we allow Tony Goetz to be the Kewadin Casino COO and do the job he should have been doing since he stepped into this position in 2006. It's unfortunate that tribal politics have had such a hold on our casinos, it is time to make a change in the right direction, otherwise we will never succeed.

If I can answer any questions, feel free to give me a call at (906) 203-6699 or email me at dmorrow@saulttribe.net or darcymorrowforunit4@yahoo.com.

Thank you,  
Darcy Morrow  
Unit IV Director

## Helping to create and maintain a balanced community



**DEBRA PINE, DIRECTOR,  
UNIT I**

May this year bring blessings to you and your families. Live your life in balance in all things you do, that is what I was taught and it was stressed over and over again as I moved through my various ages to adulthood. My uncle Pie (Edward Pine), who I spent much time with learning various aspects of Anishinaabe bimaadziwin, taught me that this is such an important part of life. There is a time to work, a time to play, a time to sleep, a time to stop and grieve, a time to celebrate and so on. All had their place in the circle of one's life. Too much of one could also lead to trouble.

Our purpose as leaders is to help create and maintain a balanced community. This, above all else, was one of my primary goals when I decided to serve our community. This balance in a tribal organization is a hard bal-

ance to achieve. We, as leaders, need to think globally and not just in the areas we favor. Many times I have heard, "We are not a corporation," and yet, in some instances, we have to operate as such. The balance between business, need and want is often at odds with one another.

Another thing I have found to be at odds with each other is the perception of what this tribe is and should be for people. My perception, as a person who grew up watching the shift from abject poverty to a multi-dimensional government/business is not the same perception held by a tribal member who has never lived here and experienced the reservation life and yet we all hold onto this belief that we somehow own it, no matter where we live. This is a difficult concept to hold onto considering nobody owns the tribe. The best we can do is bring our talents and gifts to the table and offer a means to help shape a better tribe for the future of our children and our children's children.

A balanced community is the greatest gift we, as leaders, can give our people. It's a community where one part of the whole is not the primary focus. It encompasses health, housing, education, resource management, jobs, elders and our children.

One of the main things I remember is that our initial steps into the gaming industry was not only to produce money for services but also to provide jobs for our communities.

I will share a story my cousin Danny reminded me of, it's from when we first opened the casino. This was when it was just a cinder block building. I was 17 and had no idea of the enormity of what we were doing as a tribe, the shock waves it would send throughout the United States. I just was a kid who wanted a job so I signed up to train as a dealer. Due to my age, when we first open the doors, I was too young to legally deal cards. My birthday was not until December and the doors opened in November so I worked as a trainer for the new dealers coming in. We practiced in the break room while the others were manning the casino floor. When I turned 18, I was able to work as a dealer on the casino floor. As a young person, I still had not given it much thought to the enormity of what was happening, I was just thankful for a job.

A couple months later, we were in our shift meeting, getting ready to start our evening when Bonnie McKerchie came into the room. She had an announcement to make. They had gotten word that the National Guard was going to come in and shut us down. Anybody who wanted to leave had better leave now. We could be there for days.

Nobody moved. We all sat looking around at each other, trying to assess who among us was going to run. Nobody moved.

One person said we have nothing to lose, so let's stay and

fight. These were the best jobs any of us had ever seen around these parts and now they want to take it from us. Hadn't we lost enough? These were some of the sentiments expressed around the room. I would say the general feeling was apprehension. Not quite knowing what was going to happen to us, however it solidified us and we knew it was time to fight. We, as Native people, all held recent memories of what had happened in the '70s, it was unnerving to think we could be facing similar circumstances.

Thankfully, nothing happened. The National Guard didn't show up. We had heard satellite feed was threatened. CNN had been called and if the guard was going to come in, we were going to make certain the rest of the world could watch.

Fast forward to today. Native casinos are everywhere, especially Michigan. Our market is saturated. We have one of the biggest cities in the United States, Detroit, in bankruptcy. We can feel these effects. Our casinos have been doing a slow slide backwards. We have been battling back but I believe we need to map out a different direction.

We recently had a AIG audit, one that made no recommendations to cut people's jobs. In fact, their recommendation was to put more resources into training the people we have. It saddens me to have witnessed long-term employees lose their jobs right

before Christmas or at any time. It was senseless in my estimation and uncalled for. I am tired of the constant attacks on our employees who are the backbone of this tribe. There has to be a better way to meet the needs of the tribe while at the same time being fair to our people whose backside it is carried on. Leadership needs to take the time and map out a strategic plan for the next five years. One that includes a paid-off debt with plans for that coming available money. We need to do this now before the money is lost. We have a workforce that has not seen COLAs or raises in many years and we need to figure out a plan that will bring back a 401(k). I know this can be done and done efficiently. Two of the biggest initiatives I would like to see happen would be IHS spun off with its own commission and the same with the gaming. We have models of tribally-designated entities that are successful and I believe the tribe needs to continue to follow that model in order to see successful operations without the pull of politics.

Again, thank you for your time.

Dbaajimitaadaa! Biginoonshin! Let's talk about it, call me!

Baamaapii kawaabmin! See you later.

Sincerely,  
Debra-Ann Pine  
(906) 440.1334  
debrapine@yahoo.com

## U.S. Supreme Court scrutinizing sovereignty, continued

*From "SCOTUS," Page 1*  
cedence and treaties, it seems odd that terms of tribal sovereignty is questioned. Sault Tribe General Counsel John Wernet explained the likely origin of the differences.

"I assume that Roberts and Ginsburg were referring to the traditional notion of tribal sovereignty as laid out by the federal courts," he said. "The courts have held that tribal sovereignty is unique and different from the usual notions of national sovereignty because, according to

the courts, tribal sovereignty is subject to the 'superior' authority of Congress and can be limited or waived by Congress; the courts have described it as 'domestic dependent sovereignty' as distinct from the usual full national sovereignty."

Wernet added the state is trying to exploit the point to argue that tribal sovereignty is not "real" sovereignty. Tribes, of course, argue that tribal sovereignty is a basic characteristic of tribes and should be considered equal to

U.S. sovereignty.

"That is why there is so much at stake in the case," said Wernet. "The state has literally asked the court to do a massive revision of the doctrine of tribal sovereignty and to limit the way tribes can use it. We are hopeful that the court will refuse to do this and will instead resolve the case on much more limited grounds. In fact, the Sault Tribe did participate in an amicus or 'friend of the court' brief taking exactly this position; we argued that it is

entirely unnecessary for the court to decide the tribal sovereignty issue raised by the state and that it should instead decide the case based on a straightforward reading of the federal Indian Gaming Regulatory Act and of the gaming compact between Bay Mills and the state."

According to the American Bar Association, the SCOTUS has long struggled with defining the doctrine of tribal sovereignty in the course of defending and diminishing that sovereignty.

The court's primary purpose in relation to Indian Country is to interpret actions toward Indian Country by the president and Congress to resolve matters fairly between tribes and mainstream interests. While presidential power regarding Indian Country centered on making treaties until Congress ended the practice in 1871, the president is still quite influential in matters between the U.S. and American Indians, and Congress has the authority to regulate commerce with tribes.

# Supporting opportunity vs. entitlement



**BRIDGETT SORENSON,  
DIRECTOR, UNIT III**

I hope everyone got to spend quality time with their families and friends. Life is so crazy busy without having to prepare for a major holiday that it is hard to have any time to just sit back and enjoy it. There is a lot of work for one day.

During December, there were some staffing changes at all casinos except Hessel. These are never easy decisions for anyone involved. December is not a good time of year to get notice of a change in your employment status but I personally do not believe any time of the year is a good time. The communication process could have been better since some people tend to find out prior to information being released. Some people do not have tact when communicating with team members and may need training.

On Dec. 17 during a Gaming Authority Meeting (which is a meeting of the board of directors that focuses on casino business), the COO and CFO presented us their 2014 budget and some staffing changes. Some team members had title changes, some team members' positions were eliminated and some positions that are vacant will not be filled. It was my understanding that the changes were due to unneeded positions more than a financial need. The staffing changes did however save us over \$500,000.

There was much discussion on these changes. One of my concerns was the elimination of the Shores Keno Department. The department had thrived under their manager until the position was eliminated in 2008. I realize that local bar and restaurants now provide keno for entertainment but I am not confident that we did all we could to rebuild

the keno revenues. The staffing numbers were continuously being cut, along with tournaments. Dealers covering the department that did not want to be there and the shift managers were running the department along with the Gaming Department and overseeing the building. In my opinion, keno was providing a service to our customers who enjoyed playing it and as long as we were close to breaking even, we were also providing jobs. I understand the need for change, but before elimination I would have preferred trying to rebuild.

On Dec. 18, I was in Detroit at my aunt's funeral and received a message that a team member had filed a letter claiming myself and another board member were harassing her and targeting her employment. The letter had been written on Dec. 17. The letter stated that we should not be able to vote on any actions regarding her employment. There was obviously a breach in confidentiality since we had discussed these changes on the 17<sup>th</sup> in a closed meeting and the letter was dated for this day. The person was not officially notified of her position being eliminated until Dec. 19. What is absolutely insane to me is that people believe that I can terminate someone. I have one vote on the employment of a key employee. This position was not a key employee and was not voted on. As members of the board, we voted on the 2014 casino budget and not on individual employment changes. In my last unit report I mentioned a Facebook post I had made regarding this person. I worked with this individual for four or more years and never had a problem with her. The chairman would love for people to hate me. He is all over social media claiming I said to fire this person and he will testify in court on her behalf. Are you kidding me? The chairman of the tribe is discussing people's employment on social media and making people believe something that is not true. As a team member I would not want people saying someone wants to fire me. This was a setup and all I can say is I am sorry that someone thinks and feels that way. The lesson to be learned from this is to be careful what you post on social media or any print because even if it doesn't come out as you wanted it to, the damage is already done.

As team members were notified of employment changes, some board members were sending out emails to say they did not know what they had voted on or that they didn't know changes would be happening right away. I thought the COO specifically said it would take affect immediately. There was a prior attempt to call a meeting to reverse the decision on the budget. There were board members on team member's Facebook pages telling the chairman to put them back to work. The majority of the board did not support it. The pressure must have gotten intense because a special meeting was called for Jan. 2 to rescind, replace or reaffirm the budget and also to reduce over-the-max positions that were making over \$40,000. In the meantime there was a Gaming Authority meeting called for earlier on Jan. 2 because that is the body that deals with gaming. When the board arrived and the meeting was opened there was discussion on whether the meeting should be in closed session or not. We always go into closed session because of proprietary information and employment concerns. The team member that had been given the idea that we would reverse our decision was present. We voted to go into closed session to discuss what we were even doing. Like I said, the majority of the board had no intention of making changes. We would have set a terrible precedent to have meetings each time someone lost their job. We would never be able to terminate anyone in the future if we made those changes. The board voted in the Gaming Authority meeting to not rescind the 2014 casino budget. The vote was eight directors voting 'no' and four directors voting 'yes.' There were also eight votes originally for passing the budget with one director abstaining, one director voting 'no,' and two others out of the room. In my opinion this was a waste of everyone's time and false hope for those team members. The COO took full responsibility for his changes he presented to us and said he had no changes at this time. This is pure micro-management.

I hope we will learn from all these decisions and continue on a positive road to driving revenue and creating more jobs.

One of the biggest concerns I have with cuts is that we do not

do them with what is best for business in mind. When we need to make changes it should be that the least productive team members are eliminated. Currently, the layoff policy for team members is non-Native first, household second and Sault Tribe members last. That does not leave room for what is best for the department, business or tribe. This brings me to the fact that the tribe provides an opportunity to its members by giving them a preference in being hired first. I absolutely agree with a preference. If a person applies for a position and they are the most qualified and tribal, they should be hired. What I do not agree with is that, currently, we almost force management to hire tribal members even though they may have quit or been fired numerous times. Is this good business? Would you run your business this way? Morale suffers, customer service suffers and we spend through the roof on turnover costs.

We need to separate the casinos and run them like a business and not a government. We cannot and will not be successful if we do not make decisions that are best for the businesses. Letting a team member go just because they are non-Native is ridiculous. Like I said, we have a preference for hiring and a layoff policy but we do not have an elimination policy. It is time to let all of our team members know that we value them, we are going to properly train them, and we are going to hold them accountable because we are here to generate revenue to provide services. If team members do not buy into this, then it is time to move on. Staff needs to know what is expected of them and that policy will be followed.

The misconception that I wanted to address is that some tribal members have a sense of entitlement. The tribe does not owe anyone of us anything. Our ancestors are the ones who truly suffered from the actions of the U.S. government. We have an opportunity to obtain a job in our tribe and share in the satisfaction of helping to run a successful business. Once we begin employment with the tribe, we are not better than our other team members; we have a preference in hiring and in order of layoff. We still need to follow the policy and provide good customer service.

The casino surveys proved

the need to look at our hiring policies. I have asked several times to have this discussed in a workshop and it ends up off the agenda. It is also being implied that I do not support tribal preference. This is absolutely not true. I support PREFERENCE not ENTITLEMENT.

I would have preferred a complete audit of all five casinos to decide any restructuring that needed to take place once instead of gradual changes. Our team members should not have to constantly worry what tomorrow will bring. There needs to be continuous, honest communication from the top down on where the businesses are and where they are going.

The over-the-max issue is not a board driven threat. This continues to be placed on the agenda to cause strife with our team members. There is no support so move on!

There has been concern with the tribe moving forward with the Lansing casino. There have been comments on why we would start another casino when we have needs in our current casinos. I agree we have to make changes to improve business in our U.P. casinos, but the opening of the Lansing casino has the potential to bring in more revenue than all five of our current casinos combined. I hope that we apply for trust status soon and continue our journey to allow gaming.

Our focus for 2014 needs to include discussions on strategic planning, economic development and rebuilding the casino revenues.

Even with as much turmoil that has taken place in 2013, we have actually made great strides. The audit was done on casino marketing and food and beverage. Casino team member surveys were completed. Changes in the casinos are reflective of both and change is not always easy but necessary. I believe this board has had to deal with a lot of baggage from years past and we are cutting through the politics and getting it done.

Thank you to all of our team members for your 2013 contributions! We could not do it without each and every one of you!

Please contact me with your concerns at bsorenson@saulttribe.net, bridgett91@yahoo.com, (906) 430-0536 or my office, 643-2123.

## Mad, disgusted and very disappointed



**DENNIS MCKELVIE, DIRECTOR,  
UNIT I**

Happy new year! I hope that you and your loved ones had a wonderful holiday season.

I have not written a unit report in months because there has been nothing happening worth reporting. I see no point in going on about the board and chairman going back and forth as that is just the way of politics.

Our last meeting, there were members who wanted to address concerns with the board of directors to reconsider a previous decision of the board and the board of directors voted to not hear the membership issues. I'm ok with the previous deci-

sion that the board made but not comfortable with disallowing the membership time to speak. This is the first time I can remember not hearing membership issues.

We, as a board, should want to hear what members have to say, agree or disagree. That is the reason we are here. We don't have to agree, but nothing should stop our membership from being able to speak to us or air their grievances with us.

Our meetings tend to run long because of many things like board members being absent for the workshop discussions and then asking the staff

to review what has already been discussed, board members who interrupt others instead of allowing the conversation to flow.

The bottom line is this: the board of directors can chose to keep fighting and bickering, letting the meetings and workshops run too long but I hope that the board of directors will NEVER again stop our membership from speaking to us. When we stop listening, we are no longer leaders, at that point we have become tyrants.

As always, feel free to contact me at (906) 632-7267 or 203-6698 with any issues or concerns that you have.

## Moving?

Call the tribe's Enrollment Department to update your new address so you continue to receive tribal mailings — including your newspaper.

Call  
(800) 251-6597  
or  
635-3396



**THURSDAY** February 20, 7 p.m.  
\$52.50 and \$42.50

## ENTERTAINMENT

DreamMakers Theater  
Kewadin Sault Ste. Marie, MI

1-800-KEWADIN | [kewadin.com](http://kewadin.com) |     

### FEBRUARY

#### Cheap Trick

20th | 7 p.m. | Thursday | \$52.50, \$42.50  
On Sale Now

#### Chip Coffey

22nd | 7 p.m. | Saturday Presentation | \$30.00  
22nd | 5 & 9 p.m. | Gallery Readings | \$50.00  
On Sale Now

### MARCH

#### Trisha Yearwood

2nd | 7 p.m. | Sunday | \$72.50, \$62.50  
On Sale Now

### APRIL

#### Don Williams

3rd | 7 p.m. | Thursday | \$48.50, \$42.50  
On Sale Now



This is Kewadin Country.

MANISTIQUE-ST.IGNACE-HESSSEL-SAULT <sup>STE</sup>MARIE-CHRISTMAS